APPROVED

KIPP Memphis Public Schools

Minutes

Board of Directors Meeting

Date and Time
Thursday April 24, 2025 at 4:00 PM

Directors Present
A. Anderson, D. Hopson, D. Lyles-Wallace, J. Neal, L. Johnson III, L. Sweet, N. Gatson

Directors Absent
D. Yancey, M. Davis, R. Crutcher

Directors who arrived after the meeting opened
A. Anderson, D. Lyles-Wallace

Guests Present
A. Burt, A. Carr, G. Phillips, G. Williams, J. Ward-Gill, L. Brooks, L. Tate, T. Brittmon

I. Opening Items

A. Call the Meeting to Order

L. Johnson III called a meeting of the board of directors of KIPP Memphis Public Schools to order on Thursday Apr 24, 2025 at 4:10 PM.

B. Roll Call

D. Lyles-Wallace arrived at 4:15 PM.
A. Anderson arrived at 5:05 PM.

C. Agenda and Materials Review

Minutes were reviewed; approval was postponed due to lack of quorum at the start of the meeting.

D. Approval of Minutes

D. Hopson made a motion to approve the minutes from Board of Directors Meeting on 02-20-25.
A. Anderson seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Public Comments

A. Request for public comments.

No comments from the public.

III. Committee Reports

A. Academic Excellence Committee Report

Academic Committee Chair Lyles-Wallace introduced the presentation, then turned it over to Chief Brooks and Dr. Tate.

Tri-Weekly Performance Highlights Summary:

- KMCE surpassed AMO goals in ELA and Math.
- KMCH surpassed AMO goals in Math, Science, and Social Studies.

KIPP Forward Highlight:

- For the Class of 2025, FAFSA completion is 94%, placing the region in 3rd place (tied with two other KIPP Network regions).

Tennessee STEM Innovation Network Presenters:

- Mr. Keith Booker and Ms. Kimberly Durham will present at the TN STEM Innovation Network Conference, May 7–9, 2025, in Nashville. Principal Smith, Mr. Alexander, and Ms. Skinner will also attend.

On-Track & Mastery Benchmark 3 Highlights:

- KMCH exceeded the AMO with 45% (goal: 25%) in ELA
- KMCH significantly exceeded the AMO Goals with 49.1% (goal: 25%) in Math
- KMCH outperformed expectations with 68.6% (goal: 30%), KMCE met its goal with 35% in Science
- KMCH exceeded its goal with 70.9% (goal: 20%) in Social Studies

Graduation Rate – Class of 2025:

- Out of 83 students in the cohort, 66 are currently in the building. Of those, 65 students are on track to graduate, resulting in a 98.4% in-building graduation rate

and an overall cohort graduation rate of 78.3%. Documentation is still being collected for 16 students who are not enrolled with us, but in the graduation cohort.

B. Finance Committee Report

Chief Carr reviewed and gave an update on the Finance Committee Highlights:

Committee Actions – Vendor Contracts:

- Three vendors were approved for custodial (Triple T Cleaning, LLC), security (Class AAA Security, LLC), and transportation (BCH Services Group) services for SY 2025-2026. Additionally, an updated contract for ENA Services, LLC was approved due to a decrease in the number of locations.

February 2025 Financial Highlights:

- Revenues exceeded expenditures by $4.1m (decline expected in May due to no TISA payment).
- Planned KIPP Forward events: Career Expo, Decision Day, Packing for College, and FAFSA completion incentives.
- Employee Retention Credit funds received in Q1.
- Projected cash on hand at June 2025: 192 days without Charles Schwab investment and 244 days with Charles Schwab investment.

FY25-26 Initial Budget Highlights:

- Proposing a 2% pay increase and step increase for certificated teachers and teacher-types (PLC & counselors).
- The minimum teacher salary for 2025-26 is set at $50,000.
- Requesting a $500k planned use of fund balance to balance the budget. Note that the current budget includes $0 philanthropic estimates.

C. Operations/Facilities Committee Report

Chief Phillips gave an update and overview as follows:
2024-25 Enrollment Update

- As of March 28, 2025, enrollment is 1,005, slightly below the adjusted budgeted enrollment of 1,017.

2024-25 Attendance Update

- Attendance rates are slightly better year-over-year (YOY) for KMCE and KMCM.
- KMCH attendance rate is down 1.9% YOY as of the end of March.

2024-25 Recruitment Update

- 2025–26 recruitment is 51% toward the target enrollment goal (1,546). Note that is an overestimate to account for attrition, with the ultimate goal of having 1,240 students showing up and staying enrolled with us throughout the school year.

CEO Dr. Burt commented:

- The KIPP Foundation is assisting with enrollment for next year with a commitment through the end of the school year.
- Three-month partnership with Memphis Lift is currently going where they are on the ground at various locations as outlined in our MOU to recruit students/families to our KIPP Memphis schools.

D. Governance Committee Report

Ms. Williams presented an update on the Governance Committee highlights.

Board Member Terms:

- Four board members have terms ending this summer (June and July) and have the option to renew for another term. This vote will take place in the May committee meeting and will be on the June Board of Directors Action agenda.

Policy/Bylaw Changes:

- Section 3.7 of the Bylaws makes reference to an annual meeting. This language may have carried over from a time when the board did not meet regularly. The language recommended changes to notes of quarterly meetings that are determined annually by the board of directors.
- The committee also discussed and approved to recommend the draft resolution to accept teacher bonuses tied to Section 4 of the Education Freedom Act to the full board for review.

IV. Chief Executive Officer's Report

A. CEO Report

CEO Dr. Antonio Burt gave an update on the following:
Strategic Priority #1 (Rigorous Instruction for All)

- TCAP testing is underway (April 14–May 5, 2025).
- Early Literacy Team featured in KIPP Foundation CEO Shavar Jeffries' newsletter.

Strategic Priority #2 (College & Career Readiness)

- Careers & Conversation Expo: May 2, 2025
- Decision Day/Transition Day: May 14, 9:30–11:00 AM

- Graduation: May 15, 6:00 PM at First Baptist Broad. Let Ms. Williams know if you plan to attend.

Strategic Priority _#4 (Engaged Families and Community)

- NASA Astronaut Dr. Jeanette Epps visit is planned for May 2 at both campuses. We are excited about the partnership that is bringing her to our schools.
- KIPP featured on ABC24 for neighborhood canvassing.
- Habitat for Humanity Homebuyer Orientation on April 16 for KIPP staff and families. We had over 50 families sign up to attend and Habitat for Humanity has offered to lead another session at our schools.
- Dr. Burt was asked to join the KIPP Foundation for Advocacy Week in Washington, DC from April 29 - May 1st. Ms. Todd will also be going. They will have an opportunity to meet with legislators, have training with Leadership for Educational Equity, and advocate for causes near and dear to the charter school community with other KIPP regions.

Strategic Priority #5 (Organizational Coherence)

- Regional Team Relocating to KIPP Memphis Collegiate High School in May. Our June Board meeting will take place at KIPP Memphis Collegiate High in the SST Office Suite.
- KIPP Delta and KIPP Minnesota are scheduled to exit from the KIPP Network and operate as independent schools after the 2025-26 school year.
- Dr. Burt also shared that for the draft Board Meeting schedule for 2025-26, we are proposing having our December and February board meetings as virtual and the others in person.

V. Board Chair's Report

A. Board Chair Report

Board Chair Johnson:

- Thanked the Communications team for a job well done at the fundraiser and enjoyed the community report presented by Mrs. Williams.
- Chair Johnson shared some highlights from the KIPP Board Chair Convening in Washington, DC. He spoke about understanding the board's role in fundraising and how Nashville grew their annual fundraising event from 10 - 20 to now 600 people at their annual breakfast fundraiser. He shared that it was very insightful and he plans to share his notes with the rest of the board.
- Next Board Meeting is June 5, 2025.

VI. Requests for Action

A. Governance: Bylaw Update - 3.7 Regular Meetings of the Board of Directors

It is recommended that the KIPP Memphis Board of Directors approve the following update to bylaw Section 3.7:

Current Language:

Section 3.7. Regular Meetings of the Board of Directors. Regular meetings of the Board may be held at such time and place as the Board of Directors shall from time to time determine. The resident may waive any regular meeting of the Board of Directors. The regular meeting of the Board of Directors designated as the annual meeting shall be held on the second Tuesday in February, unless such date is a legal holiday, in which case the meeting shall be held on the preceding business day, of each and every year, or on such other date selected by the Board of Directors. The Board of Directors shall permit any or all of the Directors to participate in a regular meeting by, or conduct the meeting through the use of, any means of communication by which all of the Directors participating may simultaneously hear each other during the meeting. A Director participating in a meeting by this means shall be deemed to be present in person at the meeting.

Proposed Language:

Section 3.7. Regular Meetings of the Board of Directors. Regular meetings of the Board may be held ~~at such time and place~~ quarterly as the Board of Directors shall from ~~time to time~~ determines annually. The President may waive any regular meeting of the Board of Directors. ~~The regular meeting of the Board of Directors designated as the annual meeting shall be held on the second Tuesday in February, unless such date is a legal holiday, in which case the meeting shall be held on the preceding business day, of each and every year, or on such other date selected by the Board of Directors.~~ The Board of Directors shall permit any or all of the Directors to participate in a regular meeting by, or conduct the meeting through the use of, any means of communication by which all of the Directors participating may simultaneously hear each other during the meeting. A Director participating in a meeting by this means shall be deemed to be present in person at the meeting.

D. Hopson made a motion to approve update to bylaw Section 3.7.
A. Anderson seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. TN Section 4 Education Freedom Act (Teacher Bonus) Board Resolution

Resolution for KIPP Memphis Public Schools Board of Directors Regarding Participation in Section 4 of the Education Freedom Act (Educator Bonuses)

(The Resolution can be viewed by clicking on Section 4 above)

D. Hopson made a motion to approve the resolution for KIPP Memphis Public Schools Board of Directors Regarding Participation in Section 4 of the Education Freedom Act (Educator Bonuses).
A. Anderson seconded the motion.
The board **VOTED** unanimously to approve the motion.

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:55 PM.

Respectfully Submitted,
J. Ward-Gill

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*A closed session will take place immediately following the business meeting.