APPROVED

KIPP Memphis Public Schools

Minutes

Board of Directors Meeting

Date and Time
Thursday June 5, 2025 at 4:00 PM

Directors Present
A. Anderson, D. Hopson (remote), D. Lyles-Wallace, J. Neal, J. Worles, L. Johnson III, L. Sweet, M. Davis (remote), N. Gatson, R. Crutcher

Directors Absent
D. Yancey

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, S. Gatson (remote), 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 Jun 5, 2025 at 4:05 PM.

B. Roll Call

D. Lyles-Wallace arrived at 4:18 PM.
A. Anderson arrived at 4:35 PM.

C. Agenda and Materials Review

The minutes were reviewed by the committee with no additional changes.

D. Approval of Minutes

D. Hopson made a motion to approve the minutes from Board of Directors Meeting on 04-24-25.
R. Crutcher seconded the motion.
Board Member J. Worles abstained because this is her first meeting.
The board **VOTED** to approve the motion.

II. Public Comments

A. Public Comments

There were no comments from the public.

III. Committee Reports

A. Academic Excellence Committee Report

Academic Committee Chair Lyles-Wallace opened the session and turned the presentation over to Dr. Tate and Chief Brooks to share updates with the board.

- **PSAT & Advanced Academics Highlights Summary:**
- **8th Grade PSAT:** College readiness increased to 19.05% (up from 17.46% last year).
- **9th Grade PSAT:** Median scores rose by 10 points in Math and 20 points in English from 2024 to 2025.
- **Graduation Rate:** Class of 2025 currently at 85.9%, with 10 students still being tracked.
- **Postsecondary Plans:** 65% plan to attend a two- or four-year college.
- **Scholarships:** Class of 2025 amassed $7.78 million in scholarship awards.

Current update since the academic committee meeting - the team shared preliminary 3rd grade proficiency with the board.
Board Member Hopson - to Chief Brooks: Will you please put together a chart or visual showing the 3rd grade proficiency over the last 3 years?

B. Operations/Facilities Committee Report

Chief Phillips gave an update and highlight of the following:

- **2024-25 Enrollment Update:** Enrollment as of May 2, 2025, was 999 with 18 students below the adjusted budgeted goal of 1,017.
- **2024-25 Attendance Update:** As of the end of April, KMCE and KMCM attendance rates have slightly increased year-over-year, while KMCH has decreased by 2 percentage points.
- **2025-26 Recruitment Update:** As of May 8, 2025, the team has reached 60% of the target enrollment goal.

C.

Governance Committee Report

Governance Committee Chair Crutcher discussed the following:

- **Highlighted Board Member Sweet's years of service.**
- **Board of Directors 2025-26 Committee Chairs**
  - Governance Committee Chair: Desiree Lyles-Wallace
  - Operations / Facilities Committee Chair: Jasmine Worles
  - Academic Committee Chair: Natasha Gatson
  - Finance Committee Chair will continue with Mikara Davis
- **Governance Committee Actions**
  - Board Member Renewals: Roquel Crutcher - 3rd Term, Lin Johnson - 2nd Term, Jane Neal - 2nd Term
  - Board Member Recruitment - New members were recommended by the Governance Committee.
    - Charmaine Kyles - West Fraser
    - Becky Gennings - Varsity Spirit
  - **CEO Contract Extension**
    - Board to discuss in Closed Session and vote afterwards regarding terms of Dr. Burt's contract extension.

State law requires that each district or Charter school have a wireless device policy and an Artificial Intelligence Policy in place and submitted to the state by July 1st.

- KIPP Memphis Wireless Device Policy
- Employee / Staff Acceptable Use Policy

D. Finance Committee Report

Chief Financial Officer, Angela Carr discussed the following highlights from the May 21, 2025 Finance Committee Meeting:

- **March 2025 Financial Highlights**
  - Revenues exceeded expenditures by $4.3M, though this will decrease due to no TISA payment in May and June payroll accruals.
  - KIPP Forward events planned for April and May will also decrease the remaining budget include: Career Expo, Decision Day, Packing for College, and a FAFSA completion incentive.
  - Employee Retention Credit funds were received in Q1.
  - Projected cash on hand by June 2025: 188 days (excluding Charles Schwab) and 240 days (including Charles Schwab).
- **FY25-26 Proposed Budget Highlights**
  - The 2025–2026 budget proposal includes a 2% pay increase plus step raises for teachers and related roles, and the team was able to meet the

minimum teacher salary of $50,000. The proposed budget includes a few staff reductions and budget efficiencies to align with key priorities.

- **2024-25 Enrollment**
  - Comparisons were made between current PowerSchool enrollment compared to the adjusted budgeted enrollment targets.
- **2025-26 Proposed Budget vs Initial Budget**
  - The 2025–26 Proposed Budget was reviewed and compared against the Initial Budget to highlight key changes and updates.
- **2025-26 Proposed Budget Positions**
  - The 2025–26 budget discussion included adding an Academic Interventionist position at KMCH which was not in the initial budget review.

IV. Chief Executive Officer's Report

A. CEO Report

Dr. Burt presented an update and highlights of the following:

- **Rigorous Instruction for All**
  - 8th grade valedictorian Armstrong Maina scored 1160 on the PSAT and has a 3.5 GPA.
- **College & Career Readiness**
  - Decision Day: KIPP Memphis seniors attending University of Memphis or Southwest TN Community College will each receive $2,000 from Peer Power.
  - Valedictorian - Jakeeyah Tanner received a $2,000 Scholarship and Salutatorian - Tamia Booker received a $1,200 Scholarship thanks to the generous support of our board members.
  - The 2025 senior class earned $7.7 million in total scholarships.
  - Thanks to Board Member Dorsey Hopson's generosity, Cornelius Love and Andre Glover, both graduating seniors with KIPP Memphis, received a $1,000 scholarship each to support them getting ready for their first year of college.
- **Engaged Families and Community**
  - Highlighted support from Oasis of Hope who hosted and sponsored Sports Banquets for the middle and high school. They provided food, space, and trophies. We are so thankful for their continued support of our schools, teachers, and students.
- **Organizational Coherence**
  - Dr. Burt shared that the regional team's move is complete and shared some images of the office spaces at the High School where the regional team is now set up. He thanks Chief Phillips for his leadership in getting us moved and Ms. Ward for her organization and support to get everyone set up.
- **KIPP 2030 Plan**

- Reviewed the KIPP 2030 Plan that will drive toward KIPP Anchor Metrics and welcomed Dr. Jen Brown, Regional Superintendent with the KIPP Foundation to share more about KIPP 2030 with the Board and Executive Leadership

- **Dr. Jen Brown, Regional Superintendent - KIPP Foundation**
  - Discussed the proposal for regions to transition their strategic plans with the Foundation's Planning Cycles. A graphic was shared of the multi-year planning cycles and the blueprint for the transition.
    - Implementation Period for KIPP 2030 Plan (next 5 years)
      - FY 26 -27 Adjust plan annually to incorporate KIPP plan initiatives
      - FY28, FY29, FY30: Create 3-year plan or plan annually until new KIPP multi-year plan will be developed.
- Board Member Service Celebration: We would like to take this time to celebrate Dr. Laritha Sweet's years of service to the KIPP Memphis Board of Directors from December 2020 - May 2025.
- Board Training! Due June 30th (Tennessee Charter Center)
- Beautification Campaign for Howell (How to engage elective officials)

V. Board Chair's Report

A. Board Chair Report

Board Chair Johnson highlighted the following:

- Plan to contact elected officials regarding beautification efforts.
- Please be sure to complete board training by the deadline of June 30th.
- Upcoming retreat for all board members (details forthcoming).
- Recognition given to the SST Team and Board for their efforts

VI. Requests for Action

A. Board Member Renewals

It is recommended that the Board of Directors approve the following board members for a new term as outlined below.

Dr. Lin Johnson, New Term: **2nd - 07/02/2025 - 07/01/2027**
Roquel Crutcher, New Term: **3rd - 6/1/2025 - 6/1/2027**
Jane Maina, New Term: **2nd - 6/1/2025 - 6/1/2027**
R. Crutcher made a motion to approve Dr. Lin Johnson for a new term: 2nd - 07/02/2025 - 07/01/2027.
A. Anderson seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

D. Hopson	Aye
D. Yancey	Absent
L. Sweet	Abstain
R. Crutcher	Aye
D. Lyles-Wallace	Aye
L. Johnson III	Abstain
J. Neal	Aye
M. Davis	Aye
A. Anderson	Aye
J. Worles	Aye
N. Gatson	Aye

J. Worles made a motion to made a motion to approve Roquel Crutcher for a new term: 3rd - 6/01/2025 - 06/01/2027.

D. Hopson seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

R. Crutcher	Abstain
J. Worles	Aye
J. Neal	Aye
N. Gatson	Aye
D. Lyles-Wallace	Aye
D. Hopson	Aye
A. Anderson	Aye
L. Johnson III	Aye
M. Davis	Aye
D. Yancey	Absent
L. Sweet	Abstain

R. Crutcher made a motion to approve Jane Neal for a new term: 2nd - 6/1/2025 - 6/1/2027.

J. Worles seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

L. Sweet	Abstain
D. Lyles-Wallace	Aye
J. Neal	Abstain
A. Anderson	Aye
D. Hopson	Aye
L. Johnson III	Aye
J. Worles	Aye
D. Yancey	Absent
M. Davis	Aye
N. Gatson	Aye
R. Crutcher	Aye

B. Board Recruitment - New Member Vote

It is recommended that the Board of Directors approve the following board of directors candidates for approval.

Charmaine Kyles - West Fraser, August 1, 2025 - August 1, 2027

- Charmaine Kyles brings great energy and eagerness to grow as this would be her first board experience, and she's excited to be stretched in the role. Her background includes engineering but she enjoys community partnerships, operations, and finance, and is flexible on committee placement. While she travels often, she said she can manage the time commitment if needed. Her connection to KIPP Memphis stems from a deep investment in kids and a natural leadership role that grew out of partnership. She'd be a strong addition with her enthusiasm and fresh perspective.

Becky Gennings - Varsity Spirit, August 1, 2025 - August 1, 2027

- Becky brings a long history of deep partnership as well as solid experience in operations, finance, and governance. She's eager to help strengthen board engagement with teachers and students, specifically calling out Jasmine, Burt, and Gwendy as models. She values a flexible, low-maintenance board culture and was also clear that she'd love to be along for the long haul alongside KMPS.

M. Davis made a motion to approve the following board of directors candidates, Becky Gennings and Charmaine Kyles starting August 1, 2025 through August 1, 2027.
D. Hopson seconded the motion.

- Board Member Sweet abstained from voting.

The board **VOTED** to approve the motion.

C. CEO Contract Extension (3-year)

It is recommended that the Board of Directors approve the Chief Executive Officer's contract extension for the following three years:
● 2025-26 (July 1, 2025 - June 30, 2026)
● 2026-27 (July 1, 2026 - June 30, 2027)
● 2027-28 (July 1, 2027 - June 30, 2028)
D. Hopson made a motion to approve the Chief Executive Officer's contract extension for the following three years: * 2025-26 (July 1, 2025 - June 30, 2026) * 2026-27 (July 1, 2026 - June 30, 2027) * 2027-28 (July 1, 2027 - June 30, 2028).
A. Anderson seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Davis	Aye

Roll Call

L. Sweet	Abstain
D. Hopson	Aye
R. Crutcher	Aye
J. Worles	Aye
N. Gatson	Aye
A. Anderson	Aye
D. Lyles-Wallace	Aye
L. Johnson III	Aye
J. Neal	Aye
D. Yancey	Absent

D. KIPP Memphis Wireless Device Policy

It is recommended that the Board of Directors approve the following policy:

DRAFT KIPP Memphis https://drive.google.com/file/d/1-Nf4o4jH42FJCbZqWC8BGqF4SJP9Oyas/view?usp=sharing - Policy #1000
M. Davis made a motion to approve the KIPP Memphis Wireless Device Policy.
D. Hopson seconded the motion.
Board Member Sweet abstained from voting.
The board **VOTED** to approve the motion.

E. Student Acceptable Use Policy - Artificial Intelligence

It is recommended that the Board of Directors approve the use of the Memphis Shelby County Schools Policy # 6031, Student Acceptable Use and Internet Safety Policy, with minor contextual edits for KIPP Memphis Public Schools as a part of the State Law requiring an Artificial Intelligence Policy by July 1st.

Copy of 6031 Internet Safety and Use with edits.
https://drive.google.com/open?id=18x_b4-Dw7uuDwXU7ViRrACkaC9N-o_vP
M. Davis made a motion to approve the use of the Memphis Shelby County Schools Policy # 6031, Student Acceptable Use and Internet Safety Policy, with minor contextual edits for KIPP Memphis Public Schools as a part of the State Law requiring an Artificial Intelligence Policy by July 1st.
D. Hopson seconded the motion.
Board Member Sweet abstained from voting.
The board **VOTED** to approve the motion.

F. KIPP Memphis Employee/Staff Acceptable Use Policy - AI Policy

It is recommended that the Board of Directors approve the use of the Memphis Shelby County Schools Policy # 4015, Acceptable Use Policy District-Provided Access to Electronic Information and Digital and Technology Resources - Employees and Other

Authorized Users, with minor contextual edits for KIPP Memphis Public Schools as a part of the State Law requiring an Artificial Intelligence Policy by July 1st.

4015 Acceptable Use Policy with edits.
https://drive.google.com/file/d/18x_b4-Dw7uuDwXU7ViRrACkaC9N-o_vP/view?usp=drive_link
M. Davis made a motion to approve the use of the Memphis Shelby County Schools Policy # 4015, Acceptable Use Policy District-Provided Access to Electronic Information and Digital and Technology Resources - Employees and Other Authorized Users, with minor contextual edits for KIPP Memphis Public Schools as a part of the State Law requiring an Artificial Intelligence Policy by July 1st.
D. Hopson seconded the motion.
Board Member Sweet abstained from voting.
The board **VOTED** to approve the motion.

G. Instructional Temporary Staffing Services

It is recommended that the KIPP Memphis Board of Directors approve the contract for the following Instructional Temporary Staffing Services:

- Spur Employment, Inc.: $278.99 per day -Classroom teacher (licensed) / $217.01 per day - Substitute teacher
- Delta T Group Tennessee, Inc.: $315.00 per day
- Cross Country Educations: $380 per day -Classroom teacher (licensed) / $260 per day Substitute teacher
- Enriched $223.44
- Lance Soft, Inc.: $375.00 - Classroom teacher (licensed) / $280.24 - Substitute teacher

M. Davis made a motion to approve the contract for the following Instructional Temporary Staffing Services: (1) Spur Employment, Inc. (2) Delta T Group Tennessee, Inc. (3) Cross Country Educations (4) Enriched (5) Lance Soft, Inc.
D. Hopson seconded the motion.
Board Member Sweet abstained from voting.
The board **VOTED** to approve the motion.

H. 2025-26 KIPP Memphis Budget

It is recommended that the KIPP Memphis Board of Directors approve the 2025-26 Budget. for All Schools, KIPP Forward and SST.
M. Davis made a motion to approve the 2025-26 Budget. for All Schools, KIPP Forward and SST.
D. Hopson seconded the motion.
Board Member Sweet abstained from voting.
The board **VOTED** 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 6:50 PM.

Respectfully Submitted,
J. Ward-Gill

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