APPROVED

KIPP Memphis Public Schools

Minutes

KIPP Board of Directors Meeting

Date and Time
Thursday June 11, 2026 at 4:00 PM

Location
Non-board members and non-staff are welcomed to attend this public meeting and are asked to pre-register to receive the meeting location details: KMPS Board Meeting Registration

711 N. Front Street, Memphis TN 38107

Guests are welcomed to attend these public meeting and are asked to pre-register to receive the meeting location details: KMPS Board Meeting Registration

Directors Present
A. Anderson, B. Gennings, C. Kyles (remote), D. Hopson, D. Lyles-Wallace (remote), J. Neal, J. Worles, L. Johnson III, M. Davis (remote), R. Crutcher

Directors Absent
N. Gatson

Directors who arrived after the meeting opened
D. Hopson, J. Neal

Guests Present
A. Burt, A. Carr, G. Phillips, G. Williams, J. Ward-Gill, L. Tate, M. Smith, 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 11, 2026 at 4:04 PM.

B. Record Attendance

J. Neal arrived at 4:29 PM.
D. Hopson arrived at 4:30 PM.

C. Approve Minutes

R. Crutcher made a motion to approve the minutes from KIPP Board of Directors Meeting on 04-30-26.
J. Worles seconded the motion.
The board **VOTED** to approve the motion.

II. KIPP Board Public Comments

A. Public Comments

There were no public comments.

III. Committee Reports

A. Governance

Chief Williams presented an update on the following:
Two policies included in the Requests for Action were not available at the time of the Governance Committee meeting.

- **Debt Policy:** The policy outlines the requirements for authorizing, managing, and repaying the Charter School's debt. All debt must support the school's mission and financial stability and be approved by the Executive Director and Board of Directors. The Chief Financial Officer and/or Managing Director of Finance is responsible for maintaining accurate records, monitoring compliance, and ensuring adherence to applicable laws, charter requirements, and GAAP.
- **AI Policy** – The policy defines Personally Identifiable Information (PII) and clarifies that student information may only be entered into approved organizational AI platforms, not personal AI accounts. It will be included in both the Employee Handbook and the Student/Parent Handbook. Staff will receive training on the safe, responsible, and effective use of AI, including practical applications through professional development. Pyramid Peak, a local philanthropic partner, is supporting back-office AI initiatives to help improve efficiency and save time across operational functions.

B. Operations/Facilities

Chief Phillips presented an update on the following:
Attendance & Chronic Absenteeism

- As of the end of April, average attendance across all three schools was **90%** (up from **88.3%** last year), while average chronic absenteeism decreased to **41%** (from **44%** last year).

- KIPP Foundation provided additional funding to support attendance initiatives, including implementing DeansList and participating in a 12-region pilot focused on reducing chronic absenteeism. Staff at each school also contacted families daily to encourage student attendance.

2026-27 Student Recruitment & Enrollment

- Current enrollment for 2026-27 is 1,049 (better than previous year)
- Upcoming In-Person and Virtual Events are scheduled.

Charter School Facilities Projects Complete

- Bottle-filler water fountains were installed at both campuses as a completed facilities improvement project.
- The paving services contract was not reviewed at the Finance Committee meeting and is included in the Requests for Action because the total cost exceeds $100,000.

Comments/Discussion:

- The discussion stressed the need for a more assertive approach to improving student attendance and addressing chronic absenteeism.
- Broader factors were noted, including post-pandemic shifts in attitudes toward education and uncertainty about student engagement across public, charter, private, and homeschooling settings.
- Concerns were raised about informal or non-compliant homeschooling and reduced effectiveness of the Truancy DA program due to diminished funding and enforcement.
- The Board Chair emphasized using incentives while also balancing flexibility with accountability, noting that school culture, instruction, and behavior policies all impact attendance.
- It was noted that KIPP Memphis operates more like a neighborhood school due to enrollment levels, increasing the importance of consistent attendance.
- Chronic absenteeism remains a key charter accountability metric, and continued advocacy with MSCS and officials was encouraged to better support educators.

Facilities Update - Projects
KIPP Cordova Collegiate Elementary (KCCE) School Property Status

- The Fire Marshal has approved the drawings, and the project is awaiting appraisal before moving forward with First Horizon’s tax-exempt bond process and renovation financing closing. The August 2027 opening remains on track. State funding for charter facilities is expected directly from the state, though details are still unclear. The team also noted that EFF funding was explored but not pursued due to eligibility requirements and application rigor.

C.

Academic Excellence

Chief Tate presented an update on the following:

- The team is strengthening college readiness through PSAT and ACT/SAT preparation, ensuring students complete key assessments and receive targeted support to improve scores. Postsecondary efforts are focused on executing enrollment plans and tracking student transitions. While overall enrollment and AA/CTE participation have improved, declining 4-year college enrollment and reduced persistence remain key areas of focus.
- The committee discussed evaluating ACT/SAT test prep platforms, with a final vendor recommendation to be shared through the Academic Committee. Members also noted that students are experiencing homesickness and adjustment challenges as they transition away from home.
- Summer programs support students' transition to college, while KIPP Forward focuses on family engagement and helping students make informed college choices. Board Chair Johnson expressed interest in attending a KIPP Forward parent workshop.

Board Member Gatson commended Dr. Durham and the KIPP Forward team for the success of the Careers & Conversations program.

D. Finance Report

Chief Carr presented an update on the following:
2026-27 Budget Priorities

- The proposed budget for all schools was reviewed and exclude additional TISA Outcomes funding and proposed State Capital funding. The Operations team does track and work on our deferred maintenance projects. Some of the coming year priorities include major facility upgrades at Howell. Chief Phillips offered to share our priorities facilities list with board members who would like to see it. Operations Committee Chair Worles said that she would like to support exploration of in-kind business partnerships to complete some of the deferred maintenance work.

Certificate of Deposit

- Trustmark Bank offered the best investment rate at 3.75% for the Certificate of Deposit that is currently with First Horizon and matures this month, with the Finance Committee's approval, we are moving the funds to Trustmark Bank to take advantage of the higher interest rate.

IV. Chief Executive Officer's Report

A. Chief Executive Officer Report

- Decision Day was a well-attended, high-energy event across all three schools, featuring strong student participation and performances, along with recognition of the KIPP Forward team and an inspirational address. The Board also noted that students earned 41 industry certifications across OSHA, 3D printing, welding, and ServSafe pathways.
- KIPP Memphis recognized high-achieving seniors, including Million Dollar KIPPster Jamayah Sims, who earned over $1.08M in scholarships and will attend the University of Arkansas at Little Rock. Valedictorian Kourtney Banks and Salutatorian Jasmine Williams were also honored for their accomplishments and announced their college plans at Long Island University and the University of Memphis, respectively.
- Seven student-athletes earned full-ride scholarships to Arkansas Baptist College, recognizing their academic and athletic success and strong futures as KIPP Memphis scholars.
- The KMPS Strategic Plan sets five priorities for the next five years. Dr. Burt's evaluation, aligned to updated KIPP Foundation Anchor Metrics and required artifacts, has been implemented and will be reviewed further with Board Chair Johnson and the Regional Superintendent.

V. Board Chair's Report

A. Board Chair Report

Board Chair Johnson shared the following:

- Questions focused on strategies to meet chronic absenteeism and ACT performance targets. Dr. Tate shared a yearlong ACT preparation plan that includes Junior Seminar curriculum, Jane Ross sessions, teacher supports, and use of DeansList for progress monitoring. There was also a question about how charter renewals will be handled under the new MSCS structure, especially with an upcoming elementary school renewal.
    - Dr. Tate shared some of the strategy with the yearlong ACT strategy with a curriculum to support in Junior Seminar, Jane Ross ACT sessions, teacher sessions.
    - Adopt a KIPPSter, DeansList - the dashboard allows us to see where we are.
- With the new structure for MSCS what will be the process for charter renewals given we have a elementary school coming up for renewal?
- The Board recognized and thanked outgoing members Dorsey Hopson, Jane Neal, and Roquel Crutcher for their dedicated service and contributions to the success of KIPP Memphis.
- The Board Chair provided an update on board recruitment, presenting three nominees for consideration: Kimani Shotwell, Dr. Derrick Payne, and Emmanuel

Spence, each bringing experience in community engagement, fundraising, strategy, and youth development.

- The Board Chair presented the nominations for the 2026–28 board officer roles as follows: Dr. Lin Johnson III as Board Chair, Desiree Lyles Wallace as Vice Chair, and Natasha Gatson as Secretary.

VI. Requests for Action

A. Food Service Contract

It is recommended that the KIPP Memphis Public Schools Board of Directors approve the contract to SLA Inc. in the amount of $1,254,750.00 annually to furnish meals for the nonprofit school food service program for KIPP Memphis Public Schools (KMPS). This annual contract amount is based on historical meal participation and a maximum serving of 1,250 lunches per day.
D. Hopson made a motion to approve the contract to SLA Inc. in the amount of $1,254,750.00 annually to furnish meals for the nonprofit school food service program for KIPP Memphis Public Schools (KMPS).
R. Crutcher seconded the motion.
Board Member Gatson submitted an absentee vote in favor of approval.
Board Member Lyles-Wallace submitted an absentee vote in favor of approval.
The board **VOTED** to approve the motion.

B. Paving Services Contract

It is recommended that the KIPP Memphis Public Schools Board of Directors approve the contract to A & B Construction Co., Inc. for the amount not to exceed $167,469.75 to provide labor and material for paving services at the Henry campus. The project has a Final Completion Date of July 15, 2026.
D. Hopson made a motion to approve the contract to A & B Construction Co., Inc. for the amount not to exceed $167,469.75 to provide labor and material for paving services at the Henry campus.
R. Crutcher seconded the motion.
Board Member Gatson submitted an absentee vote in favor of approval.
Board Member Lyles-Wallace submitted an absentee vote in favor of approval.
The board **VOTED** to approve the motion.

C. Marketing & Communications Contract

It is recommended that the KIPP Memphis Public Schools Board of Directors approve the marketing and communications contract for KIPP Cordova Collegiate Elementary to Rhodes Branding (a K-12 marketing communications agency that partners with schools, districts, and organizations serving K-12 education) in the amount not to exceed $240,000.
D. Hopson made a motion to approve the marketing and communications contract for KIPP Cordova Collegiate Elementary to Rhodes Branding (a K-12 marketing

communications agency that partners with schools, districts, and organizations serving K-12 education) in the amount not to exceed $240,000.
R. Crutcher seconded the motion.
Board Member Gatson submitted an absentee vote in favor of approval.
Board Member Lyles-Wallace submitted an absentee vote in favor of approval.
The board **VOTED** to approve the motion.

D. Contract Review Policy (update)

It is recommended that the KIPP Memphis Public Schools Board of Directors approve the updated Contract Review Policy.

Policy Statement: All contracts entered into by KIPP Memphis Public Schools must undergo an appropriate level of review to mitigate legal, financial, and operational risk. Contract approval authority and review procedures are structured based on contract value and organizational impact.
D. Hopson made a motion to approve the updated Contract Review Policy for all contracts entered into by KIPP Memphis Public Schools must undergo an appropriate level of review to mitigate legal, financial, and operational risk.
R. Crutcher seconded the motion.
Board Member Gatson submitted an absentee vote in favor of approval.
Board Member Lyles-Wallace submitted an absentee vote in favor of approval.
The board **VOTED** to approve the motion.

E. Travel Policy (update)

It is recommended that the KIPP Memphis Public Schools Board of Directors approve the updated KIPP Memphis Travel Policy.

Policy Statement KIPP Memphis Public Schools (KMPS) will reimburse reasonable and necessary travel expenses incurred for approved work-related activities. All travel must be pre-approved and aligned with the most economical and efficient use of school resources. KMPS reserves the right to limit reimbursement to the most cost-effective option available
D. Hopson made a motion to approve the updated KIPP Memphis Travel Policy for KIPP Memphis Public Schools (KMPS) will reimburse reasonable and necessary travel expenses incurred for approved work-related activities.
R. Crutcher seconded the motion.
Board Member Gatson submitted an absentee vote in favor of approval.
Board Member Lyles-Wallace submitted an absentee vote in favor of approval.
The board **VOTED** to approve the motion.

F. Paid Time Off Buyback Policy (new)

It is recommended that the KIPP Memphis Public Schools Board of Directors approve the Paid Time Off (PTO) Buyback Policy.

Policy Statement Paid Time Off (PTO), Paid Holidays, and Critical Days provide employees with the flexibility to take time away from work for personal needs, including illness, family care, and personal responsibilities, while maintaining accountability for managing available leave. KIPP Memphis may offer an end-of-year PTO Buyback Program for eligible school-based employees as a way to recognize commitment, consistency, and service to students throughout the academic year. Each year that it is offered, it will be communicated during benefits open enrollment.
D. Hopson made a motion to approve the Paid Time Off (PTO) Buyback Policy for Paid Time Off (PTO), Paid Holidays, and Critical Days provide employees with the flexibility to take time away from work for personal needs, including illness, family care, and personal responsibilities, while maintaining accountability for managing available leave.
R. Crutcher seconded the motion.
Board Member Gatson submitted an absentee vote in favor of approval.
Board Member Lyles-Wallace submitted an absentee vote in favor of approval.
The board **VOTED** to approve the motion.

G. Debt Policy (update)

It is recommended that the KIPP Memphis Public Schools Board of Directors approve the Debt Policy.

Policy Statement A Debt Policy establishes guidelines for the authorization, management, accounting, and repayment of all debt obligations incurred by the Charter School. All short-term and long-term debt must support the school's educational mission and financial stability and must be approved by both the Executive Director and the Board of Directors. Debt agreements must be documented in writing and include all relevant terms, including purpose, interest rate, repayment schedule, and any applicable covenants. The Chief Financial Officer and/or Managing Director of Finance is responsible for ensuring all debt is accurately recorded in the general ledger and financial statements, reconciled at least annually, and monitored for compliance with repayment obligations and loan requirements. The Charter School shall maintain appropriate internal controls and comply with all applicable laws, charter requirements, and generally accepted accounting principles (GAAP).
D. Hopson made a motion to approve the Debt Policy which establishes guidelines for the authorization, management, accounting, and repayment of all debt obligations incurred by the Charter School.
R. Crutcher seconded the motion.
Board Member Gatson submitted an absentee vote in favor of approval.
Board Member Lyles-Wallace submitted an absentee vote in favor of approval.
The board **VOTED** to approve the motion.

H. Artificial Intelligence (AI) Use Policy

It is recommended that the KIPP Memphis Public Schools Board of Directors approve the Artificial Intelligence Use Policy.

Policy Statement Artificial Intelligence (AI) programs as defined by state law may be used by staff and students of KIPP Memphis Public Schools. The ethical and responsible use of AI technologies is supported for both instructional and administrative purposes. AI shall only be used to enhance productivity, efficiency, and student learning while complying with applicable law and respecting privacy, confidentiality, and data security.
D. Hopson made a motion to approve the Artificial Intelligence (AI) programs as defined by state law may be used by staff and students of KIPP Memphis Public Schools.
R. Crutcher seconded the motion.
Board Member Gatson submitted an absentee vote in favor of approval.
Board Member Lyles-Wallace submitted an absentee vote in favor of approval.
The board **VOTED** to approve the motion.

I. Bylaws Update: Quorum

It is recommended that the KIPP Memphis Public Schools Board of Directors approve the following updates to the KIPP Memphis Public Schools Bylaws related to Quorums.

Section 3.13. Quorum and Voting. Except as otherwise provided by the laws of the State of Tennessee, the Charter or these Bylaws, a quorum of a Board of Directors consists of ~~a majority~~ one third of the Directors in office immediately before a meeting begins, which majority number must be physically present at the location set out in the notice of the meeting of the Board of Directors. When a quorum is once present to organize a meeting, a meeting may be later adjourned despite the absence of a quorum caused by the subsequent withdrawal of any of those Directors present. If a quorum is present when a vote is taken, the affirmative vote of a majority of the Directors present is the act of the Board unless the laws of the State of Tennessee, the Charter or Bylaws require the vote of a greater number of Directors. All votes of any such governmental body shall be by public vote or public ballot or public roll call. No secret votes, secret ballots, or secret roll calls shall be allowed. The public vote required by Tennessee's Open Meetings Act means a vote in which the "aye" faction vocally expresses its will in unison and in which the "nay" faction, subsequently, vocally expresses its will in unison during the open meeting. At any time during a meeting a quorum is not present, and has not been adjourned, the Board shall not transact business, including no deliberations of any business.
D. Hopson made a motion to approve the following updates to the KIPP Memphis Public Schools Bylaws related to Quorums.
R. Crutcher seconded the motion.
Board Member Lyles-Wallace submitted an absentee vote in favor of approval.
The board **VOTED** to approve the motion.

J. 2026-27 Budget Approval

It is recommended that the KIPP Memphis Public Schools Board of Directors approve the 2026-27 Budget.
D. Hopson made a motion to approve the 2026-27 Budget.
R. Crutcher seconded the motion.
Board Member Gatson submitted an absentee vote in favor of approval.
Board Member Lyles-Wallace submitted an absentee vote in favor of approval.
The board **VOTED** to approve the motion.

K. KIPP Memphis New Board Members

It is recommended that the KIPP Memphis Public Schools Board of Directors approve the following as new members of the KIPP Memphis Board to begin their term on July 1, 2026.

- Kimani Shotwell
- Derrick Payne
- Emmanuel Spence

D. Hopson made a motion to approve the following as new members of the KIPP Memphis Board to begin their 2 year term on July 1, 2026. - Kimani Shotwell, Derrick Payne and Emmanuel Spence.
R. Crutcher seconded the motion.
Board Member Gatson submitted an absentee vote in favor of approval.
Board Member Lyles-Wallace submitted an absentee vote in favor of approval.
The board **VOTED** to approve the motion.

L. KIPP Memphis Board of Directors 2026-28 Officers

It is recommended that the KIPP Memphis Public Schools Board of Directors approve the following slate of officers to serve for 2026-28.

Board Chair: Dr. Lin Johnson III
Board Vice Chair: Desiree Lyles Wallace
Board Secretary: Natasha Gatson
D. Hopson made a motion to approve the following slate of officers to serve for 2026-28. Board Chair: Dr. Lin Johnson III, Board Vice Chair: Desiree Lyles Wallace and Board Secretary: Natasha Gatson.
R. Crutcher seconded the motion.
Board Chair Johnson abstained.
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 5:49 PM.

Respectfully Submitted,
J. Ward-Gill

View the KIPP Memphis Board of Director's full meeting schedule here:
https://app2.boardontrack.com/public/mJyCcK/home