APPROVED

Frayser Community Schools

Minutes

Frayser Community Schools

Frayser Community Schools Board Meeting

Date and Time
Tuesday August 12, 2025 at 5:30 PM

Location
Join Zoom Meeting
https://us06web.zoom.us/j/85135812397?pwd=RFhoQ05UQytobjZiV1gvU3dQNUlWQT09

Meeting ID: 851 3581 2397
Passcode: N74qcy

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• +1 669 900 6833 US (San Jose)
• +1 689 278 1000 US
• +1 719 359 4580 US
• +1 253 205 0468 US
• +1 253 215 8782 US (Tacoma)

Meeting ID: 851 3581 2397
Passcode: 932670

Find your local number: https://us06web.zoom.us/u/kci5ujZaw6

Directors Present
C. Jackson (remote), C. Tolbert (remote), D. Burnett (remote), K. Adams (remote), K. Armstrong (remote), V. Caswell-Rodgers (remote)

Directors Absent
A. Cathey, A. Jacobo, C. Wells, D. Stansberry, S. Dowdy

Ex Officio Members Present
B. White (remote)

Guests Present
D. Clark (remote), G. Thompson (remote), L. Warren (remote), M. Shead (remote), S. Connolly (remote), T. Pearson (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

K. Adams called a meeting of the board of directors of Frayser Community Schools to order on Tuesday Aug 12, 2025 at 5:30 PM.

C. Approve Minutes

C. Tolbert made a motion to approve the minutes from Frayser Community Schools Board Meeting on 06-10-25.
C. Jackson seconded the motion.
The board **VOTED** to approve the motion.

II. Finance

A. Financial Update

Mr. Greg Thompson:

Financial Update 8-12-2025

Financial Notes:
Cash Balance
6-30-2025: $5.68M
8-12-2025: $5.35M

Revenue
• Enrollment: TISA funding for the year was based on 266 students (vs. 330 in the board budget). This resulted in an approximate $781K reduction in TISA revenue
• Federal Grant Reimbursements of approximately $753K
• School Improvement Grant - $68.5K
• Turnaround Action Grant - $84K
• Title I - $161.7K (but lower than the initial budget of $350K)
• Seeding Success Grant - ~$438.6K in grant reimbursements

Expenses
• Salaries and benefits in line with budget
• Higher costs for internet hotspots (T-Mobile) - $272K variance from budget
• There are a few other line items with higher costs (but smaller impact on budget)
• Public Relations
• Technology services
• Custodial Supplies
• Copier Lease
• Instructional supplies and materials
• Band equipment
• Furniture purchases

III. CEO Updates

A. Remember the Vision

Dr. Bobby White:

- Over the summer, we've discussed where we are in the organization and the mass reduction over the last few years. From having three schools to one, there are downsides in the back office, such as having just a couple of people in the back office and downsizing our staffing to a more traditional model. The best way to remember the vision is to talk about the positive energy we have gotten with the new team and the new school year. Believe it or not, Frayser Community Schools year 12 started. Folks didn't think we were going to last three years. Didn't think we would have the one school. They felt that we were going to fizzle and dive real quickly. And here we are in year 12. We signed our contract with Shelby County Schools last year and finished the first year. We have nine years left on that charter contract. If we uphold what we said we would do, we can have another nine years with Westside. Not to mention any other things that projects or schools, when we decide to do, this is more than remembering, but why we started this. We started this years ago because we wanted to do it the way we knew how to do it, without having a lot of oversight, without a lot of red tape, and being able to make decisions. For example, when the head football coach says they need some new uniforms, you know, back in the day would have taken a whole lot more to find someone who was able to donate the money to do it, taking a lot more than that just a small thing about the autonomy that we have to be able to do what we think is right, for kids, and really serve the community in a way we can be proud of.

IV. Academic Excellence

A. Academic Excellence Committee Updates

Dr. Bobby White:

- I want us to be patient as it relates to even our enrollment. We are in our first year, and the district has zoned the incoming sixth graders to other schools. When we're in ASD school, the students are automatically zoned to us because it was a part of what we signed up to do under the Achievement School District's policies. Well, now we are a choice charter, one of the reasons we put the billboards up, say, Look, we're a choice charter. We want you all to come, and so with that being said. I knew that enrollment would be all over the place. I didn't know if it would be higher than what I thought or lower than what I thought, but I was prepared for either one. Right now, I'm still not sure about this. We're looking okay right now, with us being on day seven, but I want us to be patient and know that we will figure

it out in time. We have to have a very, very, very good product this year, throughout the year, show the people in the community and the city that we are one of the best middle schools, a best-kept secret. And again, with us owning the building, all of those things will go well for us.

Dr. LaWanda Clark:

- Good afternoon, everyone! I'm thrilled to say—we're here, and we're off to an incredible start. From our administrative leaders to visitors, community partners, and even Miss Adams herself, the feedback has been overwhelmingly positive. What's standing out isn't just the amount of teaching and learning—it's the *quality* and *engagement*. Walk into a social studies classroom, and you'll see students actively discussing and reading maps. Step into a math or ELA class, and you'll witness real work happening. It's not passive learning—it's dynamic, hands-on, and meaningful.
- One moment that truly made me smile was seeing Mr. Turner in action. After a summer of passionate debates about effective instruction, I had to say it in front of a witness: "Mr. Turner, you're actually teaching this year!" And he is. That motivation is contagious—our teachers, both new and returning, are energized and happy. We just have to stay the course. As I always remind them: *Don't grow weary. Good things are coming.*
- We're awaiting official AMOS data this week, and while access has been a bit tricky, early signs are promising. Science and social studies carried West Side in TCAP performance, thanks to standout leaders like Miss Stewart and Coach McDaniel. We'll continue to support those strengths while doubling down on ELA and math.
- I've been talking to students, asking how things feel. Their response? "It's different—but we like it." That tells me our teachers are doing more than lecturing—they're engaging. If students are focused and learning by day seven, and content was already rolling out by day three or four, we're on the right track.
- We're planning some exciting Outward Bound experiences, including a new initiative called *In the House*. We're partnering with a realtor to take students to model homes, meet builders, and connect education to real-world careers. It's about showing them the dedication it takes to build a future—starting with showing up every day.
- Thanks to the generosity of the Brownstone Golf Resort and Country Club in Arkansas, we've received 100 tickets to a Redbirds game. And for students who attend the first 20 days of school, Ms. Warren and I are taking them skating. Pray for us—we hope to return with all our limbs intact! One parent shared something powerful on day three: "My child has been here for two years, and this is the first time I've heard him say, 'Mama, I can't miss school.'" That's the kind of impact we're making.

V. Development (Marketing Comms & Fundraising)

A. Fundraising & Marketing Communications Updates

Dr. Bobby White:

- I would like to share our update if I did not share this last time. We were close to purchasing Westside at that particular time, at the previous MSCS board meeting, the Board did approve us to buy the school Mrs. Pearson and I are figuring out all of the different nuances now about what it's going to take to go ahead and make that purchase. The holdup right now is that the parcel that separates them, ours at the middle school and the elementary school, is unclear, so we have to hire a surveyor to come out and identify where that split is, so there won't be any confusion when something happens on their side or something happens on our side. And the line of delineation relates to the grounds, where we stop cutting grass, and the grass belongs to them. And so once we get that figured out, when we go through that process, we will have our own building, and guys, that's huge. You know, not many Mom and Pop organizations. I don't think of us as Mom and Pop anymore, because we've been all around the country. People know about us and our work. Not many folks from the city can last as long as we have. Folks that last this long are generally folks that, you know, are their national CMOS - charter management organizations. And we've stood the test of time. We've taken a lot of blows and turmoil over the last few years, but here we are, standing in a very favorable position regarding several things.

VI. Governance

A. Governance Updates

Dr. Bobby White:

- Ms. Reddick and Ms. Warren have been reaching out to every board member to ensure all required board trainings are completed by the designated deadline. These trainings are part of our charter report card and are closely monitored, so I just wanted to confirm that we’re all up to date.
- Also, I don’t believe I’ve submitted my final evaluation for the 2024–2025 school year yet, which means you haven’t had the chance to score it. With everything happening at the end of the year — especially Ms. Reddick’s resignation — things got a bit delayed. There’s no urgent rush, but I do want to make sure it gets done. I won’t set a hard deadline, but once I send it out, I’ll coordinate with Ms. Warren to ensure it reaches you for scoring.
- It’s important that we have documentation showing I was evaluated during the 2024–2025 school year. We never want a gap in the record — you never know

when someone might request evaluations from the past five years. We've had similar requests before, like when Ms. Warren had to pull the May 2016 board agenda from BoardOnTrack. That's why BoardOnTrack is so valuable — it keeps everything organized and accessible.

- Once I've submitted the evaluation, I'll notify you so you can score it. I'm not sure whether Ms. Adams or whoever is currently serving as board chair will compile the results and present them, but what matters most is that the evaluation is entered into the system and properly documented.

- Miss Adams is currently serving as our interim board chair, and I want to sincerely thank her for stepping into that role. She's the kind of person on our team that, when all else fails, we can call on — she has such a deep understanding of everything that she's often able to help us navigate tough situations. We truly appreciate you, Miss Adams, for standing in the gap during this transition following Miss Reddick's departure.
- Looking ahead, I plan to spend the next month engaging board members who may be interested in serving as Board Chair or Vice Chair. I've already had initial conversations with a few folks, but I recognize that those discussions may have felt rushed due to other pressing matters. This time, I want to be intentional — to thoughtfully connect with individuals who I believe would be a great fit and to ensure they genuinely want to take on the responsibility.
- By the time we reconvene in October, my hope is that we'll either have clear candidates for Chair and Vice Chair — in which case we can simply appoint them — or we'll have multiple interested members and hold a vote to determine who will serve in those roles.
- This is a pivotal moment for us. Every organization experiences seasons of change, and I believe we're in one now. With the energy and promise of our new team, we have a real opportunity to reshape and refocus. Miss Reddick led us with passion and dedication, and her resignation came just as we were entering a new phase. Now, more than ever, we need a board chair who is committed, engaged, and deeply invested in the well-being of our students and families.
- So I'll continue those conversations, and by September or October, we'll be ready to move forward with clarity on who will lead us next.

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 7:00 PM.

Respectfully Submitted,
L. Warren

Documents used during the meeting

None