



**MINUTES OF THE MEETING
OF THE BOARD OF DIRECTORS OF
LEAD PUBLIC SCHOOLS, INC.
September 10, 2024**

Pursuant to notice duly given, LEAD Public Schools, Inc. (the “Company”) held a Board of Directors meeting at 3:30 p.m. on Tuesday, September 10, 2024, at GEODIS located at 7101 Executive Center Drive, Brentwood, Tennessee 37207, although certain Directors attended the meeting by Zoom videoconference.

The following Directors were present in person or by Zoom teleconference, and each participant could hear each other participant clearly (the “Directors” and, collectively, the “Board”), thus constituting a quorum:

Directors Present:

A. Ryerson (remote), C. Paine, D. Love, D. Tucker, J. Dyke, J. Lercius (remote), J. Oglesby, J. Vesterman (remote), L. Pannock (remote), M. Honious, R. Keller, V. Molette

Directors Absent:

B. Fisher, E. Lattimore, J. Patton

Guests Present:

A. Mohan, A. Montgomery, A. Ussted, C. Burton, E. Alexis, J. Sawyer, L. Mulgrew, M. Minich, N. Frank, N. Marshall (remote), R. Gibbs, T. Majors

1. Call to Order: Mike Honious (Chairman)

- (a) Confirmation of a quorum.
- (b) Dwayne Tucker detailed the Agenda and provided overview of meeting.

2. Approval of June 2024 Board Minutes

- (a) Motion: Jonathan Dyke
- (b) Second: J. Oglesby

Unanimous Approval of Minutes

1. Strategy Update (Adrienne Useted)/Facilities Update (Tony Majors)

- (a) Ms. Useted discussed TPCSC upcoming site visit and public hearing for Neely's Bend. Ms. Useted then provided the Board with an Elementary Summary, looking the possibility of one or two elementary schools and the network's readiness in all areas upon approval.
- (b) Mr. Majors discussed the high level property strategy and options if elementary schools are approved.
- (c) Ms. Useted discussed LEAD's Wildly Important Goals (WIGS) for this school year, including 1) Increasing Student Proficiency; 2) Meeting Sustainable Enrollment Targets; 3) Continuing Pipeline of Leadership, primarily for principals and assistant principals.

2. School Updates (Ricki Gibbs and all Principals)

- (a) Mr. Gibbs and Ms. Mulgrew introduced the principals. Each principal talked about their school's theme of the year, the school's demographics, the reflections and accomplishments from last year, and the action plan for the coming school year.
- (b) Kathryn McKenzie, former principal of LEAD Brick Church, spoke about the successes Brick had, despite the closure. For instance, student proficiency almost doubled, significant improvement on all other measures, retention of 35 percent of students in network and 80 percent of staff/leadership. Ms. McKenzie received a standing ovation.
- (c) Stephanie Jarrett Thorpe, principal of future LEAD SE Elementary, discussed the focus on inclusion, joy and excellence. She discussed the planning for professional development and sustainable enrollment and leadership development prior to approval and opening.
- (d) Brie Shelton, principal at LEAD Cameron, discussed reflections such as meeting the double AMO for chronic absenteeism, the Level 5 for growth for ELA, up from a Level 3. Ms. Shelton also discussed the action plan, including the goal of increasing success rate to twenty percent, Tier 1 reading program focus, targeted recruitment for 5th grade, and retention strategies for 6-8.
- (e) Dominique Smith, principal at Neely's Bend, discussed reflections such as increased overall success rate by seven percent and doubled math proficiency. She discussed goals, including increasing the success rate to 23 percent and decreasing chronic absenteeism rate to below 15 percent, and crew leaders having 3-4 touchpoints with families each quarter at a minimum.

- (f) Jonathan Brocco, principal at LEAD Southeast, discussed the accomplishments of a ten percent increase in ELA proficiency and eleven percent increase in math proficiency. He spoke about the goals of wanting to increase success rate by seven percent, establishment of community government, and belonging and attrition tracking.
- (g) Genevieve Hinnant, principal at LEAD Southeast High, reflected on 60 percent US History proficiency and the hiring of 2 strong assistant principals of instruction. She spoke about the goals of increasing success rate by seven points, strong Tier 1 instruction in every classroom for all students with an emphasis on strong testing culture, and holding one family facing event each month.
- (h) Maggie Sneed, principal at LEAD Academy, reflected on proficiency increase in 5 of 7 EOC subject areas and exceeding district proficiency in US History. She discussed goals, including increasing success rate by 5 percentage points, having one or more culture touch points per quarter for each family, and retaining 80 percent of highly effective staff.

3. CEO Session

After the administrative team and principals left, the Board discussed and voted on the following items:

- (a) The Board went over the committee structure to ensure that each committee is staffed. David Love will be on the Finance Committee. Carter Paine made a motion to approve the suggested staffing for each committee. Jonathan Van Dyke seconded the motion. The motion passed unanimously.
- (b) The Board reviewed the compensation structure and bonuses for all administrative level employees. This structure had been discussed extensively by the executive committee and were recommended by the executive committee. After discussion, Jerome Oglesby made a motion to approve the compensation packages, both salaries and bonuses, for all administrative level employees. Mr. Van Dyke seconded the motion. The motion passed unanimously.
- (c) After Mr. Tucker left the room, the Board discussed the CEO compensation package. Mr. Paine made a motion to approve the compensation package, including salary and bonus for Mr. Tucker, CEO. Mr. Van Dyke seconded the motion. The motion passed unanimously.

4. Adjournment

The meeting was adjourned at approximately 6 p.m.

There being no further business to come before the Board, the meeting was adjourned.

Respectfully submitted, Amy Rao Mohan
Counsel to LEAD Public Schools, Inc., and acting Secretary