



**MINUTES OF THE MEETING
OF THE BOARD OF DIRECTORS OF
LEAD PUBLIC SCHOOLS, INC.
September 9, 2025**

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 9, 2025, at Geodis located at 7101 Executive Center Drive, Brentwood, Tennessee 37027, 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: Dwayne Tucker, Rob Keller, James Lercius, Dr. Earl Laattimore, Jonathan Dyke, Mike Honious, Jim Vesterman, Linda Pannock, Alex Ryserson, Valerie Mollette

Directors Absent: Jimmy Patton, Jerome Oglesby, Dr. Bryan Fisher, David Love,

Others Present: LaVoe Mulgrew (Head of Schools), Natalie Klem (Chief Academic Officer), Corey Burton (Director of Enrollment and Family Engagement), Jenny Sawyer (Director of Communications), Eloise Alexis (VP of Development), Ashley Montgomery (Chief Financial Officer), Ricki Gibbs (CEO), Tony Majors (Chief Operating Officer), Amy Rao Mohan (Legal Counsel), Principals of all LEAD Schools.

1. Call to Order: Mike Honious

- (a) Chairman Honious called the meeting to order and confirmed that there was a quorum present.

1) Approval of Minutes: Ms. Pannock moved to approve the minutes from the June 2025 meeting. Mr. Tucker seconded the motion. The motion was unanimously approved.

2. Recognition

- (a) Dr. Ricki Gibbs, Mike Honious and the Board recognized the contributions of Jimmy Patton and Dr. Earl Lattimore for their service on the Board. Dr. Gibbs, Mike Honious and the Board also recognized Eloise Alexis for her service to LEAD as the VP of Development as she moves to a new role at Tennessee State University.

3. Academic Results (Natalie Klem)

- (a) Ms. Klem reviewed with the Board the state success rate calculations and the importance of these scores to the network. She and Ms. Pannock presented the TCAP scores and performances for the 2023-2024 school year, 2024-2025 school year and the goals across the network for this current school year. Ms. Klem showed the breakdown by school as well as the TVASS Results for each school this year, which shows student academic growth.
- (b) Ms. Klem discussed the “wildly important goals” for the school year as it relates to overall proficiency scores for each school and overall proficiency. Ms. Klem and Ms. Lercius discussed this year’s academic priority: Read, Write, Discuss, Revise to empower all students and ensure all students are critically thinking independently. Since LEAD Southeast is in its first year, Ms. Klem discussed the network level support provided, including support from directors of diverse learning and bi-weekly academic meetings to discuss instructional alignment.

4. Principal Updates

- (a) LEAD Academy (Maggie Sneed)

Principal Sneed discussed LEAD Academy’s TCAP proficiency goal, the focus on ACT and graduation, and focus on staff and school culture. Specifically, she talked about the successful AP programming at the school as last year held the record for the most students enrolled in AP classes and also the highest pass rate.

- (b) LEAD Cameron (Taylor Bruner)

Principal Bruner discussed Cameron’s four “Big Rock” priorities: Student Belonging, Achievement, Empowered Adults, Connected Community, and Accelerated Language Development. He also discussed some of the action items to reach the goals for this school year, including live

coaching/co-teaching, restructured ILT meetings and huddles, and daily morning meetings.

(c) LEAD Neely's Bend (Kathryn Rice)

Principal Rice shared the theme of Belief, Belonging, and Brilliance at the Bend. She discussed the pathway to proficiency: One Band, One Sound, See Our Students, Shoulder to Shoulder, and Build Community.

(d) LEAD Southeast Elementary (Stephanie Culliver)

Principal Culliver reminded the Board of the priorities for last year (joy, inclusivity, and excellence) and how LEAD Southeast Elementary is working towards those priorities for its inaugural year. She discussed intentional program alignment, layered coaching touchpoints, data-driven collaboration, dedicated professional development, and unified commitment to student success.

(e) LEAD Southeast Middle (Jonathan Brocco)

Principal Brocco discussed the goals for the year, including increasing the sense of student belonging with daily pack rallies and weekly lobos leaders, decreasing chronic absenteeism, and Friday weekly quizzes to increase at-bats with standards.

(f) LEAD Southeast High (Meghan Stowe)

Principal Stowe talked about the year's charge: Belonging, Consistency, and Coherence. In particular, she discussed increasing student engagement with the academic theme, decreasing chronic absenteeism, and a school wide focus on the ACT.

5. Enrollment Update (Corey Burton)

- (a) Mr. Burton discussed the year to year application comparison and explained to the Board that the number of applications this year increased as well as the quality of the applications. He also shared enrollment numbers for the first few weeks of school for each of the schools in the network as well as overall numbers. Mr. Burton also discussed the enrollment methods that were new this year and successful, including phone calls and an elevated FACE role, as well as certain challenges with enrollment this year, and next steps.

6. LEAD Neely's Bend Amendment (LaVoe Mulgrew)

- (a) Ms. Mulgrew discussed the proposed amendment to be submitted to the state and the already submitted Letter of Intent. After discussion, Mr. Keller made a motion to submit the amendment consistent with the Letter

of Intent. Dr. Lattimore seconded the motion. The motion passed unanimously.

7. New Board Members (Dr. Ricki Gibbs)

- (a) Dr. Gibbs and Mr. Dyke discussed the process for vetting new board members and provided an overview of candidates Cari Isham and Derrick Salter. Dr. Gibbs, Mr. Dyke and Mr. Honious discussed their meetings with these candidates. Mr. Tucker made a motion to approve the recommendations of Ms. Isham and Mr. Salter to the Board. The motion was seconded by Mr. Keller. The motion unanimously passed.

8. CEO Session

- (a) After the administrators and principals left the meeting, CEO Dr. Gibbs discussed with the Board issues with timely transportation services this school year, an update on the litigation with Cameron, and the lease for Neely's Bend.

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