

First 8 Memphis Board Meeting Minutes

September 10, 2019

8:30am – 11:00am

Board Members Present: Jim Boyd, Kathy Buckman Gibson, Marion Hare, Tanya Hart, Tomeka Hart (T), Mary McDaniel, Yvonne Madlock, Alex Smith, and Michael Whaley Note: **T-Telephone**

Board Member(s) Absent: Rebecca Yeung

Staff Present: Jamilica Burke, Paris Ducker, Surayyah Hasan, Cate Joyce, Chloe Moore, Jeralyn Richardson, Ginny Renfroe, Haley Simmons, Mark Sturgis, Regina Walker, and LaDora Watkins

Visitors: Amber Huett-Garcia and Cedric Gray (Shelby County Mayor's Office), Jacinthia Jones (Chalkbeat), Marquita Mitchell (Able Academy, LLC), and Omer Yusuf (The Daily Memphian),

Call to Order and Opening Remarks

Chairman Buckman Gibson called the meeting to order at 8:35 am

Welcome and Check In:

Chairman Buckman Gibson welcomed the board members and thanked them for their hard work. She welcomed Regina Walker as Interim Executive Director and invited Ms. Walker to share comments and thoughts. Ms. Walker expressed her gratitude for the opportunity to serve the community through First 8 Memphis. Chairman Buckman Gibson introduced new members to the Board of Directors – Legislative appointee from Shelby County, Commissioner Michael Whaley and City of Memphis appointee, Chief Alex Smith. Chairman Buckman Gibson advised that with Kemp Conrad's retirement from City Council, we anticipate having a new City legislative appointee by the next board meeting.

Board Business

Review of July 9, 2019 Board Meeting Minutes

Motion to approve the July 9, 2019 First 8 Memphis Board Meeting Minutes was made by Mr. Jim Boyd with a second by Ms. Tanya Hart.

Pre-K Implementation (Mr. Mark Sturgis and Mr. Haley Simmons)

Mr. Sturgis provided an update of the Maycomb and TUCI loan agreements and explained the unique construct of outcomes financing and how First 8 Memphis will fund pre-K programs and manage outcomes. Mr. Sturgis also explained that financial documents have been executed, operators are signing contracts, and funds will begin to flow to those programs. Some contract negotiations are still in progress; however, programs are operational currently.

Mr. Haley Simmons provided a status update on contracts for the 10 operators. Contracts have been finalized or are near finalization with Aspire, Bartlett, Capstone, Freedom Prep, Libertas, Memphis Scholars, and KIPP. Negotiations are ongoing for SCS, ASD, and Millington. ASD and Millington are awaiting SCS's outcome before they decide. While fruitful conversations are happening with Millington, attempting to correspond and follow up with ASD has been a slower process due to state level management. Mr. Simmons explained that principal agreements have been made with Porter-Leath to

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provide comprehensive wraparound services to the providers; Classrooms updates will be made once the municipalities have completed contracts. Libertas will contract their own wrap around services.

Pre-K Improvement Plan (Ms. Surayyah Hasan)

Ms. Hasan provided an overview of the improvement plan framework which is rooted in ensuring that there is high quality, consistent data. The team will work with operators to develop quality improvement plans analysis to help guide the process and there will be ongoing monitoring and opportunities for feedback from operators. The focus will be on supporting operators in ways that they need to be supported. Chairman Buckman Gibson commented that a key metric will be monitoring kindergartner readiness. If the students from a Pre-K classroom get to kindergarten, and less than 50% of them are kindergarten ready, there will be opportunity to investigate how we may support those operators. Seeding Success and First 8 Memphis will provide classroom observation and support with technical assistance to ensure data is properly entered. Ms. Joyce noted that performance is not in the contractual agreements with operators, but the plan is to build relationship and work in positive ways to ensure operators feel empowered to take on work and offer opportunities for continuous improvement that is measurable.

F8M Financials (Mr. Mark Sturgis)

The board members reviewed and discussed the updated version of the budget that was previously approved. Funds received from city, county, and private investors are included. One of the challenges is the multiple sources and uses of revenue. The visual shown represented high-level actuals and projections. Legal fees have been expensed at more than what was projected but this is anticipated to be one-time expenses associated with implementing outcome financing and start-up costs with Pre-k operators. Chairman Buckman Gibson noted that other revenue that Mr. Sturgis is soliciting was not reflected in the budget.

Board members reviewed a memo summarizing the search for accounting and audit services. Mr. Simmons added that finding a firm that provides the unique set of services needed for First 8 Memphis has been challenging. Requests for proposal submissions are ongoing and we are engaging the MBWE, MMBC, Black Business Association, and Greater Memphis Chamber's lists of minority owned and women owned firms. Board members were invited to submit any additional recommendations they had. More responses are expected in for review by Monday, September 16th with a projected assessment by Friday, September 20th.

NEXT MEMPHIS Presentation (Ms. Chloe Moore)

Ms. Moore, Director of Strategy, presented a different segment of work around children in childcare. The pilot project called NEXT Memphis, steeped in about 9 months of research and design work will scale high quality access to childcare and an equitable shared services model. This intensive model will support providers and families with a structured system of shared staff, business functions, and services that are out of the scope of what family services workers traditionally provide. Porter Leath will support leveraging the work in the community, but they do not want to do it alone. Cultural childcare centers

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that include national partners are being explored, but MOUs requiring approved curriculums with specific data points are planned. This pilot is expected to begin with 10 partners the first year and scale to 30 by year three, with \$300K in supports per center. The funds are expected to support facilities and environmental improvements. Ms. Moore also explained that NEXT Memphis will also serve 0-5-year olds, including the 4-year olds not touched by Pre-K.

F8M Banking Resolution (Chairman Buckman Gibson)

Chairman Buckman Gibson presented a banking resolution to add Ms. Walker as signature on the financial accounts. After discussion, upon motion made by Ms. Hart with a second by Mr. Boyd, the Board approved the following resolution:

WHEREAS, First 8 Memphis, LLC (the "Company") has hired Regina Walker to serve as interim Executive Director;

WHEREAS, the Company wants to provide Ms. Walker authorization as it relates to the expenditure of Company funds;

NOW THEREFORE,

BE IT RESOLVED, the Board of Directors does hereby approve the banking resolutions attached hereto as Exhibit A, subject to the limitation that any expenditure in excess of \$10,000 will also require the signature or approval of a Board Member; and

FURTHER, RESOLVED, that the Company will establish such procedures and processes as are necessary to establish such limit on the expenditure of funds.

F8M Executive Director Search (Chairman Buckman Gibson)

Chairman Buckman Gibson updated the board on the status of the ED search. After a national search, a candidate was selected in June 2019 but declined for another opportunity. Two other considerations did not have the competencies needed for the job so the proposal to hire a new search firm was brought back for discussion. Six firms were asked to submit proposals, but two declined. Of the remaining four, references were polled and after discussion with the staff, KLB Consulting, LLC was recommended as the firm to provide the search for a permanent Executive Director. There was a suggestion that we could negotiate the proposed fee further.

After questions and discussions, Ms. Hart made motion with a second by Mr. Boyd and the Board approved the following resolution:

WHEREAS, First 8 Memphis, LLC (the "Company") engaged in a search for an Executive Director in Fall 2018/Spring 2019 that did not lead to the hiring of a candidate; and

WHEREAS, the Company has hired Regina Walker to serve as an interim Executive Director; and

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WHEREAS, the Company needs to secure the services of a permanent Executive Director and has received proposals from several search firms to assist in this effort;

NOW THEREFORE,

BE IT RESOLVED, the Board approves entering into a contract with KLB Consulting, LLC (“Search Firm”) to conduct a national search for a permanent Executive Director on substantially the same terms and conditions attached hereto as Exhibit B;

FURTHER RESOLVED, the Board appoints the following individuals to serve as a Search Committee to work with the Search Firm to identify and interview candidates, and to present this Board with two final candidates for consideration –

Antonio Burt, SCS Schools

Jim Boyd, Board Member

Mark Sturgis, Seeding Success

Mary Palmer, Southwest Childcare Center

Sean Lea, Porter Leath

Tonya Hart, Board Member

Yvonne Madlock, Board Member;

FURTHER RESOLVED, that the Board Chair is authorized to take any and all other actions needed to effectuate the foregoing resolution.

Board Updates

- *Mr. Mark Sturgis will return to the board an update of an aligned grant proposal submitted to DHS. Mr. Sturgis will also inform the board of other opportunities beyond Pre-K that are currently being pursued to ensure the board has additional resources to invest. The board will hear about the Pritzker Group grant and the McArthur 100 & Change Grant.*
- Chairman Buckman Gibson would like the board to receive the 100 & Change Video that was created, showing how we are moving the dial on poverty through education. Recommended that the video also be posted to the website.

Adjournment

The meeting adjourned at 10:30 am