



The Rock Academy

Board Meeting Minutes

Date: March 28, 2026

Time: 1:15pm – approximately 3:15pm

Location: Virtual - Google Meet

Meeting Type: Regular

Attendance

Board Members Present: Jennifer Wade (Chair), Tera Hambrick (Vice Chair), Jennifer Miller (Secretary),

Board Members Absent: Lupe Davalos (Treasurer)

Staff / Guests Present: Dr. Ahmed White (Executive Director)

Call to Order

Meeting called to order at **1:15 PM** by Jennifer Wade. A quorum was established.

MOTION: Tera Hambrick moved to approve the agenda as presented. Jennifer Miller seconded.

VOTE: Motion carried unanimously (3-0).

New Business

Facility Lease and Related Legal Approvals

- Tera Hambrick noted the primary lease attached as Exhibit A was unsigned; efforts are underway to obtain the fully executed version.
- Dr. White confirmed Rock Academy's counsel is providing the signed lease to ensure proper documentation.
- The resolution grants authority to correct and finalize lease exhibits to meet the state requirement deadline of April 1.
- Lease Term and Insurance Negotiations
 - The sublease term is two years with two one-year renewal options, requiring renewal decisions 180 days prior to expiration.
 - Insurance requirements were negotiated down from \$10 million to match Rock Academy's \$6 million coverage to avoid excessive premium costs.

Rock Academy's Mission:

The Rock Academy aims to re-engage disconnected youth, ensuring they succeed in the post-secondary pathway of their choice.

Website: www.therockacademynashville.org **Email:** help@therockacademynashville.org **Phone:** (615) 569-3992

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- Facility Readiness and Future Plans
 - Dr. White walked the facility recently and reported cleaning and preparation underway, with tentative move-in and work starting by mid-April.
- State Compliance and Charter Amendment
 - Dr. White will upload the signed sublease resolution and a charter amendment reflecting the facility's Antioch location to meet authorizer requirements.
 - The charter amendment is awaiting Judge Wade's signature; final submission to the state is targeted before the April 1 deadline.

MOTION: Tera Hambrick moved to ratify the sublease agreement for the new facility, provided that we obtain the fully executed primary lease. Jennifer Miller seconded.

VOTE: Motion carried unanimously (3-0).

Human Resource and Staffing

- The board discussed recent staffing challenges and HR process improvements to support startup growth and compliance.
- Clarification of Employment Status and Policies
 - Recommendations were made to clearly define employee status as contract or at-will to avoid confusion in future hires.
 - Lekita serves as the primary HR and compliance officer, managing payroll, state compliance, and onboarding workflows.
- Onboarding and HR Functions for Expansion
 - The organization has developed onboarding processes for principals, teachers, mentors, and part-time staff, with ongoing improvements planned.
 - Dr. White acknowledged that HR functions are largely handled internally with plans to expand back-office support as staffing grows.
 - The board agreed to review HR frameworks at the next meeting to provide input and identify potential resource needs.
 - All HR procedures and policies have been submitted to the state for review and approval as required for charter operations.

Student Recruitment

- The team is actively pursuing enrollment growth and partnerships to build the student base ahead of school opening.
- Current Enrollment Status
 - Enrollment stands at about four or five fully enrolled students, with several others in various stages of the process.

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- o Efforts are ongoing to move prospective students “over the hump” to complete enrollment steps.
- Outreach and Partnerships
 - o Dr. White shared that marketing ads are live via Matiposa on social media to boost visibility and attract students.
 - o Plans to present to the Charter Collaborative on April 8th aim to establish a referral partnership to funnel students from existing charters.
 - o Legal counsel is drafting referral agreements to support this partnership as an additional enrollment channel.
- Staffing Impact on Outreach
 - o Outreach duties will be shared among staff, including teachers and HR, until a dedicated outreach hire can be made.
 - o The team recognizes the importance of proactive recruitment and is balancing this with startup operational demands.
 - o Board members encouraged continued focus on outreach and suggested leveraging community connections for enrollment growth.

Action Items

Action Item	Responsible Person	Due Date
Send Board member responsibilities prior to the next meeting	Jennifer Miller	April 8, 2026
Send a clean resolution document to Jennifer Miller	Tera Hambrick	April 1, 2026
Sign the charter amendment reflecting the facility relocation	Jennifer Wade	April 1, 2026
Recruit new board members	Board	Ongoing
Recruitment	TRA Staff	Ongoing

Announcements

- **Next Meeting.** The next regular meeting is scheduled for April 8, 2026 at 5:30 pm at location TBD.

Adjournment

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MOTION: Jennifer Wade moved to adjourn the meeting.

VOTE: Motion carried unanimously (3-0).

Minutes Submitted By:

Jennifer Miller, Board Secretary

Date: April 3, 2026

Approved by Board on: May 6, 2026

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