

The Rock Academy

Board Meeting Minutes

Date: November 25, 2025

Time: 4:00 pm

Location: Virtual - Google Meet

Meeting Type: Regular

Called to Order By: Jennifer Wade

1. Attendance

- **Board Members Present:** Tera Hambrick, Jennifer Miller, Jennifer Wade
- **Board Members Absent:** Lupe Davalos
- **Staff / Guests Present:** Lekita Sims, Dr. Ahmed White

2. Opening

- **Call to Order:** Meeting called to order at 4:11pm by Jennifer Wade.
- **Approval of Agenda:** Motion by Tera Hambrick; seconded by Jennifer Miller; motion approved.
- **Approval of Previous Minutes:** Motion by Tera Hambrick; seconded by Jennifer Wade; motion approved.

3. Reports

- **Executive Director's Report**
 - Updates on facilities and funding were provided, including details regarding the letter of credit and the associated guarantee. Lease confirmation and target lease finalization by February 1, 2026 to start construction and meet state requirements. Additional clarity is needed on lease interactions with purchase terms.
 - Dr Ahmed White highlighted the importance of timely facility acquisition to meet operational timelines and enable school opening plans.
 - Dr. Ahmed White provided an overview of the leadership and hiring strategy. The hiring process is being refined with input with individuals from the Charter School Growth Fund, aiming for an interview process with two individuals on the phone interview panel and clear scoring rubrics.

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

301 Northcreek Blvd #164, Goodlettsville, TN 37072

4. Old Business

- **Treasurer.** The Board discussed granting signatory authority to the Treasurer to allow for the management of financial transactions and accounts.

5. New Business

- **Insurance Coverage.** Board discussed the need for comprehensive liability and D&O insurance.
- **Hiring Processes.** Board discussed the need to develop and finalize employment policies including EEO and non-discrimination policies, with draft materials already shared and open for review before finalizing.
- **Board Recruitment.** Board discussed the need for additional members to fill vacancies. Potential candidates were discussed and next steps for outreach and recruitment were identified.

6. Action Items

Action Item	Responsible Person	Due Date
Explore additional avenues of funding sources to secure the letter of credit and/or guarantee	All Board Members	ASAP
Review EEO and non-discrimination policies to finalize	All Board Members	January 5, 2026

7. Announcements

- **Next Meeting.** Next meeting will be determined in near future.

8. Adjournment

- **Meeting adjourned** at 4:56pm CST. **Motion by** Tera Hambrick; seconded by Jennifer Wade.
- **Minutes Submitted:** Jennifer Miller, Secretary, December 17, 2025

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