

KIPP ATLANTA SCHOOLS

KIPP Atlanta Schools Board Meeting Minutes

Tuesday, December 9, 2025

Meeting Location: 1050 White Street, Suite C, Atlanta, Georgia 30310

Zoom Link: <https://kippmetroatlanta-org.zoom.us/j/83743300184>

Board Members Present: Joseph Arnold*, Salim Bhatia, Hector Calzada, Stephen Councill, Richard H. Deane, Jr., Frank Glover, David Jernigan, JaKatherine Ross, Brooks Lumpkin, Stacey Mohr, Catherine Mealor

Honorary Board Members Present: Jim Bostic, Sid Harris, Kathe Brown, Marni Mohr

Staff Members Present: Ra'Chel Ford (Interim CEO), Lakeesha Ramdhanie (CoS), Justin Anderson (CFO), Ben Cabeza (CStO), Irving Williams (MD of KIPP Forward)

Other Attendees: Chris Adams (KIPP Atlanta Legal Council)

Description of Discussion:

The KIPP Atlanta Schools Board convened a Board Meeting on December 9, 2025. The meeting followed the stated agenda.

Call to Order:

The meeting was called to order at **9:01** by the Board Chair, Joseph Arnold.

I. Welcome & Agenda:

- A. The newest Board Member, Brooks Lumpkin, was welcomed by the Board Chair.
- B. A discussion was held regarding the agenda for the Board Meeting

II. Consent:

- A. A vote was conducted to approve the Consent Agenda (including the following three items)
 - 1. October 28, 2025 Board Meeting Minutes
 - 2. 2026-27SY Annual School Calendar
 - 3. KIPP Atlanta Charter Agreement (contingent upon APS Comprehensive Long-Range Facilities Plan)
- B. David Jernigan made a motion to approve the Consent Agenda and Hector Calzada seconded the motion.
- C. The motion was approved unanimously, with no abstentions, and none opposed.

III. Public Comment- 3 minutes per 7 speaking persons

- A. No public speakers signed up for public comment.

IV. Discussion Highlights:

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A. Board Chair Updates

1. The Board Chair reminded the board about our Agreed Upon Procedures (AUP) that we have with KIPP South Fulton Academy and shared that we successfully met all AUPs for last school year.
2. The Board Chair provided an update on the CEO Search progress and previewed Executive Session and votes to come at the end of the meeting.
3. The Board Chair highlighted the upcoming fundraising event, Night of Impact.

B. Interim CEO Updates

1. Interim CEO shared highlights, including:
 - a) KIPP Atlanta Regional Spelling Bee
 - b) Hosting of Shavar Jeffries (CEO of KIPP Network) and Roz Brewer (Interim President at Spelman College)
 - c) Hosting of Leadership Atlanta Education Day
 - d) Meal of Thanks & Grandparents Day
2. A discussion was had regarding the Interim CEO Board Dashboard.

C. KIPP Forward Update

1. A discussion was had about the state of KIPP Forward.
2. MD of KIPP Forward, Irving Williams, presented an overview of the KIPP Forward program components - college match, strong transition, college persistence, and college graduation.
3. MD of KIPP Forward shared updates on college matriculation for the Class of 2024.
4. MD of KIPP Forward shared projection data for Class of 2026 college applications, acceptances, and early decision.
5. MD of KIPP Forward shared an update on college matriculation data for Class of 2024 (final) and Class of 2025 (projections, prior to confirmation).
6. MD of KIPP Forward shared an update on college graduation including national trends and KIPP Atlanta persistence and graduation for Classes of 2017-2023.

D. Appointment of Chief Executive Officer

1. Board Chair Joseph Arnold made a motion to authorize the Board Chair to negotiate and execute a transition consulting contract and a three-year employment contract with Dr. Michael Cormack for the position of CEO.
2. A motion was made to authorize the Executive Committee to determine the closing of KIPP Soul Campus in relation to timing

and any other charter amendments by Joseph Arnold and was seconded by Brooks Lumpkin.

- a) The motion was approved unanimously, with no abstentions, and none opposed.
3. A motion was made by the CEO Search Committee and the Executive Committee, read by David Jernigan, to authorize the Board Chair to negotiate and execute a transition consulting contract and a three-year employment contract with Dr. Michael Cormack for the position of CEO. The motion was seconded by Richard Deane
 - a) The motion was approved unanimously, with no abstentions, and none opposed.
4. Dr. Michael Cormack addressed the Board of Directors with gratitude towards the Board and the search committee.

V. Executive Session

- A. The motion was made to move into Executive Session and allow Honorary Board Members to join the Executive Session by Cathering Mealor. The motion was approved by Joseph Arnold and seconded by Richard Deane.

VI. Appointment of Chief Executive Officer

- A. Board Chair Joseph Arnold made a motion to authorize the Board Chair to negotiate and execute a transition consulting contract and a three-year employment contract with Dr. Michael Cormack for the position of CEO.
- B. A motion was made to authorize the Executive Committee to determine the closing of KIPP Soul Campus in relation to timing and any other charter amendments by Joseph Arnold and was seconded by Brooks Lumpkin.
 1. The motion was approved unanimously, with no abstentions, and none opposed.
- C. A motion was made by the CEO Search Committee and the Executive Committee, read by David Jernigan, to authorize the Board Chair to negotiate and execute a transition consulting contract and a three-year employment contract with Dr. Michael Cormack Jr. for the position of CEO of KIPP Atlanta Schools. The motion was seconded by Richard Deane
 1. The motion was approved unanimously, with no abstentions, and none opposed.
- D. Dr. Michael Cormack addressed the Board of Directors with gratitude towards the Board and the search committee.

VII. Adjournment:

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- A. The motion was made to adjourn the meeting by David Jernigan. The motion was approved by Joseph Arnold & seconded by Marni Mohr.
- B. The meeting adjourned at **11:35**.
- C. Respectfully submitted by **Benjamin Cabeza**.

VIII. Summary of Actions:

Action Item	Owner	Deadline/ Status
SPC Chair, Salim Bahtia, will connect with MD of KIPP Forward, Irving Williams, to determine any additional data share-outs from KIPP Forward data presentation.	Salim Bahtia Irving Williams	Feb. 3, 2026

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KIPP Atlanta Schools Board - Executive Session

Date: December 9, 2025 | Time: 10:41 AM – 11:13 AM

Meeting Location: 1050 White Street Suite C, Atlanta, Georgia 30310

Board Members Present: Joseph Arnold*, Salim Bhatia, Hector Calzada, Stephen Councill, Richard H. Deane, Jr., Frank Glover, David Jernigan, JaKathryn Ross, Brooks Lumpkin, Stacey Mohr, Catherine Mealor

Honorary Board Members Present: Jim Bostic, Sid Harris, Kathe Brown, Marni Mohr

Staff Members Present: N/A

Other Attendees: Chris Adams (Attorney)

Description of Discussion: Personnel

I. Discussion Topics

- a. Personnel – the Board discussed matters related to the contractual terms on the new CEO of KIPP Atlanta Schools.
- b. Personnel – the Board discussed matters related to the timeline of the potential closure of KIPP Soul Academy.

II. Adjourn

- a. A motion was made to exit Executive Session at 11:13AM; the motion was approved by Stacey Mohr and seconded by Rick.
- b. The motion was approved unanimously, with no abstentions, and none opposed

III. Summary of Actions:

Action Item	Owner	Deadline/Status

Executive Session Affidavit

The undersigned chairperson or presiding officer, under oath, certifies that at a meeting of the KIPP Board held on Dec 9, 2025, the School Board closed its meeting as permitted by the Open Meetings Act of Georgia [O.C.G.A. 50-14-1 et seq.]. The only matter(s) considered or discussed during the closed meeting are as indicated below:

 To discuss or authorize negotiations related to the purchase, disposition, or lease of property [O.C.G.A. 50-14-3(b)(1)].

☒ To discuss or deliberate the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of an employee [O.C.G.A. 50-14-3(b)(2)].

 To consult with legal counsel pertaining to pending or potential litigation, settlement, claims, administrative proceedings, or other judicial actions brought or to be brought by or against the agency or an officer or employee or in which the officer or employee may be directly involved [O.C.G.A. 50-14-2].

 To consider a matter involving the disclosure of personally identifiable information from a student's educational records [20 USC 1232g and OCGA 50-14-3(b)(4)]

This 9th day of December 2025

[Signature]
Signature of Chairperson or Presiding Officer

Sworn to & Subscribed Before Me
On The Above Indicated Date:

[Signature]

Notary Public, State of Georgia

Commission Expires December 29, 2025

