



**Greater Memphis Adventist Academy (GMAA) and Memphis Junior Academy (MJA)
Memorandum of Understanding (MOU)
July 2022**

Whereby the constituencies of GMAA and MJA have previously voted to pursue the development of a partnership for the operation of a unified school,

Whereby both constituencies are committed to working together throughout the coming months/year to formalize their partnership,

Whereby GMAA constituency is in need of a school location for the 2022-2023 school year,

and Whereby MJA has ample space for the combined student bodies,

This MOU has been constructed through the collaborative efforts of the school boards and ratified by their constituencies to serve as the operational document for the 2022-2023 school year unless the formal partnership has been ratified whereby replacing this document.

It is in good faith that all parties will fully embrace the directives of this document and the spirit in which it has been created.

Times of Difficulty and Disagreement

While careful attention has been exercised to address all conceivable situations that may arise when uniting constituencies that have historically functioned separately and through time have created patterns, systems, and behaviors unique to their own situations, there may arise unforeseen difficulty or disagreements amongst the partners. At those times and throughout the life of this MOU both parties along with their representatives and all associated stakeholders agree to engage with one another, both formally and informally, in alignment with these behavioral norms:

- Seek guidance from the Holy Spirit,
- Be present,
- Be open minded (what can you learn?),
- Assume positive intent,
- Challenge yourself and each other,
- Give and receive grace,
- Be brave and lean into discomfort,
- Create a safe space / Confidentiality,
- and Value different perspectives.

Conflicts that need third party oversight shall be addressed at the lowest level possible; that would be the school personnel most closely responsible for the oversight then up through the remaining levels of school leadership, school board, and conference assisted constituency meeting. Throughout each level

of address, the harmony of the constituency partnership shall be the driving intent. No individual interest shall override the partnership goals.

Partnership Organization Committees

Every intent will be given to assure there is a balance of voice throughout the development of the constituent partnership. Communication is key to relationship building therefore, intentional and shared purpose will direct the selection of all committees and the reporting of progress / recommendations. The establishment of committee(s) / working groups and their reporting obligations shall be addressed as deemed necessary by the coordinating committee that is yet to be created.

School Culture

The joining of the GMAA and MJA student bodies and constituencies is done with the expressed purpose of having one school that recognizes each student as a valuable gift from God and shall be treated with love and grace to encourage their spiritual, academic, social, and emotional development. By exercising a commitment to inclusion and equity that is covered in the petition of the Holy Spirit, it is believed this partnership will be successful.

School Mission Statement

To be determined through the partnership organization process

Location

The location for the partnership school is the Memphis Junior Academy campus located at

50 N. Mendenhall Rd.
Memphis, TN 38117

Name of the school

The name of the school shall be Memphis Junior Academy doing business as Memphis Adventist Academy for the life of this MOU or until the formal partnership is created and an official name is ratified.

For the purpose of state and local title funding and other possible initiatives, Greater Memphis Adventist Academy will be doing business as Memphis Adventist Academy.

Overseeing Conference: The Kentucky Tennessee Conference (KYTN Conference) shall be the conference of record.

Relationship between the conferences and superintendents:

The superintendents shall agree upon how best to address the following responsibilities:

- Reporting to both Conference Boards:
- Teacher evaluations:
- Professional learning:
- Liability Insurance:
- Executive sessions – personnel / conference board recommendations etc.

The School Board(s)

The school board membership of MAA shall be the present MJA board members along with the GMAA board chair and the treasurer. The executive committee of the board shall also include the GMAA board chair and treasurer. When items of personnel of the South Central Conference are on the agenda of the executive committee, the office of education for the South Central Conference shall be represented with vote.

The GMAA board members are invitees to all MAA school board meetings and are given voice but no vote. Executive committee sessions shall be closed meetings to voting members only as per policy.

The present 2022 board members for GMAA and MJA shall remain seated in their present board seats throughout the life of this MOU for the purpose of consistency in the forming of the partnership. Any open seats to these boards shall be filled according to the constitutions. These boards shall be the avenues of communication and decision making for their constituencies. The Board chairs of each school commit to ongoing dialogue with one another, to ensure transparency and responsiveness to issues and questions that may arise during the MOU.

Personnel Contracts and Payroll Processing

All present conference contracted and full-time locally funded certificated personnel of both schools shall continue employment as per contracts with their perspective conferences through the life of this MOU.

Regarding the hiring of new certificated employees, the South Central Conference (SCC) and the KYTN Conference shall collaborate as to which conference contracts with the employee in the filling of any personnel vacancies as of June 1, 2022.

The superintends shall provide leadership and council to the school board chairs and principal in the placement of teachers for the coming school year. It seems as of June 1, 2022 the school needs a Math teacher.

The payroll process of classified non-certificated personnel shall be developed with the input of the conference treasurers.

School Administration:

As of June 1, 2022, the principal is Fabian Reid.

Budget and Financial Accounting Records:

- Church Subsidies
 - Each church that is presently a constituent church of GMAA or MJA shall remain obligated to fulfilling its budgeted subsidy.
 - Conference treasures are called upon to assist in deciding how these funds are processed and accounted for.
 - The partnership process shall explore other conference and constituency funding models and standards for recommendation to the partnership

- Tuition Rates:
 - The two school treasurers shall collaborate a recommendation for the 2022-2023 tuition rates and voted by the board.
 - All present GMAA and MJA constituent students and families are constituents of MJA
 - The 2022-2023 budget shall make provision for scholarships to address families needing financial assistance
 - Present church programs for financial assistance shall remain at previous minimums or increase for the 2022-2023 school year.
 - The partnership process shall explore other tuition models and standards for recommendation to the partnership
 - Tuition income must flow through MJA accounts
- Banking account
 - The GMAA and MJA June 30, 2022 financial records (Cash, balance sheet, and operating statements) shall be preserved as the baseline for future reference and agreements
 - The present signatures shall remain in place for each school banking accounts and shall remain active
 - Past receivables collected shall be credited to the respective school accounts.
- Assets –
 - GMAA and MJA shall have a June 30, 2022 accurate inventory accounting of all hard assets
 - Electronic equipment
 - Desk
 - Vehicles

Combining of assets shall be determined by need. The school principal, board chairs, and board treasurers will be responsible for working out the agreement for ownership, care, and repair of the inventory.

Building Maintenance and Repair

This MOU limits the financial risk for major building repair to the MJA constituency. General maintenance will continue to be addressed through the school operating budget which is a shared responsibility of the constituencies. However,

- MJA is presently considering upgrades to the school building,
- and the separation of PreK and K would require major renovation/expansion.

Therefore, it would be well for the constituencies to be proactive on coming to agreement on prioritization and sharing of costs.

Students

All students enrolled for the 2022-2023 school year shall be MAA students with the understanding MJA is doing business as MAA throughout the life of this MOU.

Dress Code

Recognizing the envisioned partnership will come with a new school name, logo, and colors it is most reasonable for this 2022-2023 school year to have students wearing their GMAA or MJA uniforms and or purchase general clothing that agrees with the faculty prescribed specifications.

Exit plan

This MOU is in effect until either a new school partnership constitution and bylaws is adopted or June 30, 2023 whichever comes first.

In the event there is not an adoption of a new partnership, the constituencies have the option of one, creating another MOU or two, returning to each of the constituencies the soft and hard assets as determined by the June 30, 2022 accounting. The division of the cash growth or liability will be divided by the percentage of the constituency budgeted participation.

- Final decision will be based upon subsidy model or some other model as created by the conference treasurers in collaboration with the school treasurers.

The partnership constitution shall address the process for exiting the constituency along with the dissolution of the agreement.


Authorization for Adoption Signatures as voted by the GMAA and MJA Constituencies June 26 and 28:

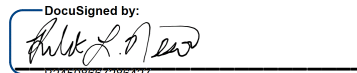
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GMAA Board Chair

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GMAA Board Treasurer


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MJA Board Chair

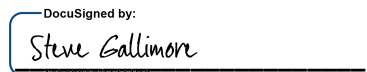
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MJA Board Treasurer

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SCC Superintendent


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KYTN Superintendent

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GMAA Lead Constituent Pastor

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MJA Lead Constituent Pastor

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South Central Conference President

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KYTN Conference President