

# Board Packet



MILLION DOLLAR  
**TEACHER**  
PROJECT

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Dear Prospective Board Member,

You are taking the first step towards becoming part of a dynamic team that works to elevate the teaching profession with innovative programs and dedicated professionals. I am always driven by others who share my energy and passion for the teachers the Million Dollar Teacher Project, and Board Members are an integral part of this energy.

Every day, the Million Dollar Teacher Project is on the ground in schools, businesses, and communities to achieve our vision and mission.

### **Vision**

Creating a world where every student experiences excellent education every day.

### **Mission**

Elevate the teaching profession through increased recognition, compensation, and support.

I decided to launch the Million Dollar Teacher Project because I firmly believe that directing more support, funding, and resources directly to the teaching profession is the best way to improve schools and the public education system. We launched in October 2016, and continue to grow as our work becomes more rewarding. I am committed to the vision of MDTP and am sincerely excited for you to become involved.

At this point in our growth, we need dedicated individuals who are champions and ambassadors of the Million Dollar Teacher Project, seeking to extend our reach to the rest of the valley, state, and country. While engaging your current audience with the Million Dollar Teacher Project and our efforts, you'll enjoy the benefits of working with a talented and diverse team that invests in your goals, too. Our organization is working in brand-new ways to engage the public in supporting teachers – I hope you'll join us in making a difference in teachers lives. I look forward to receiving your application and discussing your potential involvement in elevating the teaching profession.

Sincerely,



Executive Director/Founder

# Programs

## Compensation

We're exploring how we can develop technology, products, and services that can be used to generate NEW revenue for the education system that are tied to state funding, property taxes or tax credits—then can be used to increase teacher salaries.

- **Educator Endowment Fund** – Schools will be able to apply for grants to increase teacher salaries and help pay for professional development.
- **Teacher League App** – A competition-based app will allow teachers to post videos of themselves teaching their best lessons so that people can vote for the best teachers. Revenue from advertising will fund other programs.

## Recognition

The MDTP brings families, businesses, and schools together to recognize teachers by actively seeking and channeling donations to teachers. Highlighting supportive businesses creates a mutually beneficial relationship so that teachers are championed and the public knows which businesses invest in their communities.

- **Take a Teacher To Lunch** – MDTP organizes donations from businesses, individuals, and groups to provide teacher parties (complete with lunch, games, and prizes) to schools.
- **Feel Like a Million Dollars** - Students, teachers, and parents vote for the best educator in their school and we put on a party to award prizes to the winner!
- **One in a Million Teacher Feature** – Every month, we find and feature excellent teachers to be interviewed on Mix 96.9's radio show with Mathew Blades!

## Support

By rethinking how teachers are recruited, trained, and retained, we can solve issues that prevent them from doing their best work. We engage partners from early childhood to post-secondary levels and seek to create a teacher pipeline that will attract talented people to the classroom.

- **Classroom Support Team** – MDTP leverages partnerships to place talented individuals with teachers. The team includes a technology specialist, student teacher, and teaching assistant, successfully improving teacher morale and student performance.
- **Million Dollar Teacher Tree** – In partnerships with malls across the Phoenix valley, teachers submit their wish list and the items become “apples” on our trees. Located in malls, these trees allow people to donate wish list items to the teacher.

# Impact

**2000**

teachers celebrated at Take a  
Teacher to Lunch events since 2016

**2,000**

hours of free time given to teachers with the  
help of our Classroom Support Team

**40/40**

kids had improved standardized test  
scores with the Classroom Support Team

**30,000**

students reached through our work with  
teachers

# Founding Board

## **Chanel Dudoit**

Community Development  
Microsoft

## **Carol Farabee**

Consultant

## **Jared Greenberg**

Manager  
Uncle Louie's Restaurant

## **Ryan Hamilton**

Realtor United Brokers Group

## **Lynnette Harris-Scott**

Consultant

## **Jessica Heart**

Owner  
Heart2Heart PR

## **Lloyd Hopkins**

CEO/Founder  
Million Dollar Teacher Project

## **Juan Kingsbury**

CEO  
Career Blindspot

## **Wiley Larsen**

Program Manager  
Postdoctoral Affairs Office at ASU

## **Kristine Morris**

Superintendent  
Union Elementary School District

## **Bill Pankey**

Consultant

## **Erica Schwartzmann**

Partnership Manager  
Arizona State University

## **Colin Seale**

Founder/CEO  
thinkLaw

# Current Board Biographies

## Lloyd Hopkins CEO/Founder



Lloyd Hopkins, an organizational leader with extensive experience in community and nonprofit work, has always been committed to the advancement of K-12 education in Arizona. He graduated from Arizona State University with a degree in Nonprofit Management and Leadership. With his education and passion for ensuring quality education for all, he launched the Million Dollar Teacher Project in 2016. Lloyd also serves as the Chair of Real Engagement through Active Philanthropy, a fund under the AZ Community Foundation to make a positive impact on African-American Youth.

## Kristine Morris President



Kristine Morris, Superintendent of Union Elementary School District, has spent her entire career teaching in and leading public schools throughout Maricopa County. A strategic and systemic thinker, in her prior role, Ms. Morris provided collaborative leadership in the development of the Maricopa County Education Service Agency (MCESA) into a nationally recognized Educational Service Agency known for quality innovations in teaching, learning, and leadership for the fifth largest county in the Nation.

## Ryan Hollaender Fundraiser



Ryan Hollaender, Senior Development Manager of Distinguished Events at the American Cancer Society, graduated from Arizona State University with degrees in Communication and Nonprofit Leadership and Management. She is responsible for directing the development and execution of a large-scale distinguished events portfolio, managing multiple high-impact relationships, and recruiting/leading long-term volunteers in complex team projects. Ryan has a passion for challenging the norm and fostering innovation in an effort to bring causes she is passionate about, like education, to the forefront in the community.

“The best way to find yourself  
is to lose yourself  
in the service of others.”

- Gandhi

## Bill Pankey Treasurer



Bill Pankey has been involved in training and development for over 25 years. With experience as an Executive Director and Training & Development Specialist, Bill has enjoyed a storied career offering multifaceted, broad-based expertise in training and development, organizational leadership, strategic planning, financial controls, and operational directives. Over the course of his career, Bill has been an active mentor and teacher for students of all ages.

## Juan Kingsbury Career Blindspot



Career Blindspot assesses thousands of employees and candidates in a variety of roles - entry level, business development, and executive level. Juan believes when leaders understand their people and vice versa, they will always succeed. Without understanding why people work, accountability is lost - Juan works with leaders who see value in learning more about themselves and their people, and constantly collaborates with other consultants, recruiters, trainers, and executives to develop professionals' best selves.

## Charlene Marbs Project Manager



Highly Accomplished, Results-Oriented Leader, with 25+ years of Diverse Leadership Experiences from a Fortune 500 Company and Community Outreach. Progressive leadership experiences and knowledge derived from assignments in information technology, internal audit, human resources, and business functions. Nine and a half years of multi-level engagement in project management. She knowledgeable on waterfall and Agile project methodologies and also sits on the Tanner Community Development Corporation Board of Directors, is a public member of the Arizona Board of Occupational Therapy Public Examiners and the Maricopa County Foster Care Review Board.

# Board Commitments

## Board of Directors Terms

MDTP's Board of Directors have adopted following Board goals to help strengthen the organization and increase our collective impact. Should you be selected to join, you would be working with us to achieve the following:

- 100% of MDTP Board Members will annually make at least one (1) introduction to a new school
- 100% of MDTP Board Members will actively engage in MDTP social media on @ least one (1) platform by creating MDTP social media posts from their personal account, liking, sharing and retweeting MDTP content.
- 100% of MDTP Board members will raise or donate at least \$1,000.
- 100% of MDTP Board Members will share at least one (1) new donor contact.
- 100% of Board Members will attend at least 1 MDTP event.
- Every MDTP Board and committee meeting will have 80% attendance.

## Officer Role Descriptions

There are four officers of the board, consisting of a president, vice president, secretary, and treasurer.

**President** – The president will regularly convene board meetings, preside or arrange for other members of the Executive Committee to preside at each meeting in the following order: vice-president, secretary, treasurer.

**Vice-President** – The vice president will chair committees on special subjects as designated by the board.

**Secretary** – The secretary will be responsible for keeping records of board actions, including overseeing the taking of minutes at all board meetings, sending out meeting announcements, distributing copies of minutes and the agenda to each board member, and assuring that corporate records are maintained.

**Treasurer** – The treasurer will make a report at each board meeting. The treasurer will chair the finance committee, assist in the preparation of the budget, help develop fundraising plans, and make financial information available to board members and the public.

## General Roles and Responsibilities of Board Members

### General Responsibilities and Governance

- Complete a Conflict of Interest Statement each year
- Uphold and ensure planning, programs and activities support the organization's values and mission statement.
- Approve Bylaws changes and authorize committees as may be necessary.
- Employ and participate in the annual evaluation of the organization's Executive Director.

## **Participation**

- Serve as an engaged, informed, and enthusiastic MDTP volunteer and Board Member.
- Work diligently to enhance the organization's public standing.
- Positively promote MDTP in the community as part of an overarching cultivation strategy for community members.
- Actively serve on a minimum of one MDTP Board committee per year.
- Get to know other board and committee members and build a collegial working relationship that contributes to consensus.
- Participate in the MDTP Review process, including participation in at least one program visit/event per year.
- Actively recruit community members to participate in MDTP Review.
- Attend and actively participate in the MDTP annual Board of Directors
- Review Board and Committee meeting minutes, as well as, other materials in advance of Board meetings.
- Understand and comply with the organization's Bylaws and governing documents.
- Assist with development and implementation of the organization's strategic goals and overarching organizational objectives.
- Comply with the Board's fiduciary responsibilities and all governance models; ensure legal and ethical integrity.
- Miss no more than one board meeting per year.
- Participate in the scheduled committee meetings of the committee the board member has elected to join.
- Host 1 MDTP related event per year.
- Conduct 1 introduction to a new school that MDTP has not engaged per year.

## **Financial**

- Raise or donate at least \$1,000 to MDTP during each fiscal year.
- Participate in fundraising activities by serving as an ambassador, advocate or asker for prospective funding sources.
- Approve and provide oversight of the organization's budget
- Regularly review the organization's financial records in order to provide sound financial oversight and governance of the organization.
- Ensure completion of an annual audit of the organization's financial records by an independent auditor.
- Help MDTP make 1 new donor contact per year

# Board Goals

1. Support – Implement 10 Classroom Support Teams by 2022 2. Sustainability- Secure multiple streams of revenue to support 100% of programming by 2022 3. Recognition; 100% of Maricopa County School Districts (58) will participate in a MDTP teacher recognition program by 2022 4. Compensation- Educators involved in MDTP programs will have an increase in compensation by 2024			
Responsibilities & Governance			
Board Goal Area	Board & Committee Meeting Attendance	Attend MDTP Event	Make School Introductions
<b>Annual Goal</b>	By June 30, 2018 Every MDTP Board and committee meeting will have 80% attendance.	By June 30, 2018 100% of Board Members will attend at least 1 MDTP event.	By June 30, 2018 100% of MDTP Board Members will annually make at least one(1) introduction to a new school .
Jul-18			By June 30, 2018 100% of MDTP Board Members will actively engage in MDTP social media on @ least one(1) platform by creating MDTP social media posts from their personal account, liking, sharing and retweeting MDTP content.
Aug-18			
Sep-18			
October 18			
Nov-18			
Dec-18			
Financial			
<b>Board Goal Area</b>	<b>Personal Fundraising</b>	<b>Funder Contacts</b>	
<b>Annual Goal</b>	By June 30, 2018 100% of MDTP Board members will raise or donate at least \$1,000.	By June 30, 2018 100% of MDTP Board Members will share at least one (1) new donor contact.	
Jul-18			
Aug-18			
Sep-18			
October 18			
Nov-18			
Dec-18			

# Bylaws of Million Dollar Teacher Project

## **ARTICLE I — NAME AND PURPOSE**

**Section 1** — Name: The name of the organization shall be Million Dollar Teacher Project. It shall be a nonprofit organization incorporated under the laws of the State of Arizona.

**Section 2** — Purpose: Million Dollar Teacher Project is organized exclusively for charitable and education purposes.

The purpose of this non-profit organization is to:

- increase support for teachers inside and outside of the classroom
- raise the profile of highly effective teachers
- drastically improve teacher compensation to bring the teaching profession to the prestigious level it deserves

## **ARTICLE II — MEMBERSHIP**

**Section 1** — Membership: Membership shall consist of the board of directors.

## **ARTICLE III — BOARD OF DIRECTORS**

**Section 1** — Board role, size, and compensation: The board is responsible for overall policy and direction of the association, and delegates responsibility of day-to-day operations to the staff and committees. The board shall have up to 11, but not fewer than 7 members. The board receives no compensation other than reasonable expenses.

**Section 2** — Terms: All board members shall serve two-year terms, but are eligible for reappointment/reelection for up to three consecutive terms. After at least one year off the board, board members may again serve within the above guidelines. Founding board members shall serve initial terms that last from one to three years to create a staggered board structure.

**Section 3** — Meetings and notice: The board shall meet at least quarterly at an agreed upon time and place. An official board meeting requires that each board member have written notice at least two weeks in advance.

**Section 4** — Board elections: During the last quarter of each fiscal year of the organization, the board members shall elect board members to replace those whose terms will expire at the end of the fiscal year. This election shall take place during a regular meeting of the board, called in accordance with the provisions of these bylaws.

**Section 5** — Election procedures: New board members shall be elected by majority votes of the board members present at such a meeting, provided there is a quorum present. Board members so elected shall serve a term beginning on the first day of the next fiscal year.

**Section 6** — Quorum: A quorum must be attended by a least fifty-one percent of board members for business transactions to take place and motions to pass.

**Section 7** — Officers and Duties: There shall be four officers of the board, consisting of a chair, vice-chair, secretary and treasurer. Their duties are as follows:

The chair shall convene regularly scheduled board meetings, shall preside or arrange for other members of the Executive Committee to preside at each meeting in the following order: vice-chair, secretary, treasurer.

The vice-chair shall chair committees on special subjects as designated by the board.

The secretary shall be responsible for keeping records of board actions, including overseeing the taking of minutes at all board meetings, sending out meeting announcements, distributing copies of minutes and the agenda to each board member, and assuring that corporate records are maintained.

The treasurer shall make a report at each board meeting. The treasurer shall chair the finance committee, assist in the preparation of the budget, help develop fundraising plans, and make financial information available to board members and the public.

**Section 8** — Vacancies: When a vacancy on the board exists mid-term, the secretary must receive nominations for new members from present board members two weeks in advance of a board meeting. These nominations shall be sent out to board members with the regular board meeting announcement, to be voted upon at the next board meeting. These vacancies will be filled only to the end of the particular board member's term.

**Section 9** — Resignation, termination, and absences: Resignation from the board must be in writing and received by the secretary. A board members shall be terminated from the board due to excess absences, more than two unexcused absences from board meetings in a year. A board member may be removed for other reasons by a three-fourths vote of the remaining board members.

**Section 10** — Special meetings: Special meetings of the board shall be called upon the request of the chair, or one-third of the board. Notices of special meetings shall be sent out by the secretary to each board member at least two weeks in advance.

#### **ARTICLE IV — COMMITTEES**

**Section 1** — Committee formation: The board may create committees as needed, such as fundraising, housing, public relations, data collection, etc. The board Chair appoints all committee chairs.

**Section 2** — Executive Committee: The four officers serve as the members of the Executive Committee. Except for the power to amend the articles of incorporation and bylaws, the Executive Committee shall have all the powers and authority of the board of directors in the intervals between meetings of the board of directors, and is subject to the direction and control of the full board.

**Section 3** — Finance Committee: The treasurer is the chair of the Finance Committee, which includes three other board members. The Finance Committee is responsible for developing and reviewing fiscal procedures, fundraising plan, and annual budget with staff and other board members. The board must approve the budget and all expenditures must be within budget. Any major change in the budget must be approved by the board or the Executive Committee. The fiscal year shall be from July to June. Annual reports are required to be submitted to the board showing income, expenditures, and pending income. The financial records of the organization are public information and shall be made available to board members and the public.

#### **ARTICLE V — DIRECTOR AND STAFF**

**Section 1** — Executive Director: The executive director is hired by the board. The executive director has day-to-day responsibilities for the organization, including carrying out the organization's goals and policies. The executive director will attend all board meetings, report on the progress of the organization, answer questions of the board members and carry out the duties described in the job description. The board can designate other duties as necessary.

## **ARTICLE VI — AMENDMENTS**

**Section 1** — Amendments: These bylaws may be amended when necessary by two-thirds majority of the board of directors. Proposed amendments must be submitted to the secretary to be sent out with regular board announcements.

### **CERTIFICATION**

These bylaws were approved at a meeting of the board of directors by a two- thirds majority vote on March 13, 2017.