

Megasite Authority of West Tennessee Board of Directors

Meeting Date: May 17, 2023

Time: 10:07 a.m. – 12:10 p.m.

Location: William R. Snodgrass Tennessee Tower, Nashville, Tennessee

Attendees Included:

Clay Bright, CEO

Charles Tuggle

Commissioner McWhorter

Commissioner Branscom

Commissioner Bryson (absent)

Jeff Huffman

Jim Duke

Evelyn Robertson

Michael Banks

Chris Richards

Carolyn Hardy (absent)

Christy Allen, Legal Counsel

Presenters:

Dr. Shawn Kimble Director of Schools Lauderdale County Schools

Dr. John Combs Director of Schools Tipton County Schools

Dr. Amie Marsh Director of Schools, Haywood County Schools –

Dr. Sharon Roberts, Tennessee State Collaborative on Reforming Education

Karen Lawrence, Tennessee State Collaborative on Reforming Education

Mickey Sullivan, Gresham Smith

Jessica Wilson, Department of General Services, STREAM

Steve Lusk, Department of General Services, STREAM

Sharon Kolb, Economic and Community Development

Chris Bowles, Outside Counsel to the State, Bradley Law Firm

- The Meeting was called to order at 10:05 a.m. by Chairman Tuggle.
- CEO Bright performed the roll call. A physical quorum was present.
- The first item of discussion was approving the March 15 meeting minutes.
 - A motion was made by Mr. Robertson to approve the minutes.
 - Motion was seconded by Mr. Banks.
 - Minutes approved.

- Ms. Richards introduced a group attending the meeting to give an update on the work that has been done in Lauderdale, Tipton, and Haywood Counties to prepare the K-12 systems in those counties to have a workforce-ready team graduating from high school each year as they go forward. Shawn Kimball, Director of Schools at Lauderdale County Schools, John Combs, Director of Schools at Tipton County Schools, and Amie Marsh, Director of Schools, at Haywood County Schools gave the presentation. Sharon Roberts and Karen Lawrence with the Tennessee State Collaborative on Reforming Education which is Senator Frist's nonprofit that supports education in the state were also present and are facilitating the project.
 - The school directors gave a presentation on their initiative that will be important to the changing workforce needs in West Tennessee, called HTL University. The group also partnered with SCORE to help with strategic thinking and planning. The information presented was also shared with the Governor and his staff. Haywood, Tipton and Lauderdale Counties are all working hard to create talent to meet the needs of Blue Oval City. The Class of 2029, 8th graders starting next year, will graduate school with more than a diploma, which could include a valuable credential, industry 4.0 distinction, an associate degree, or a degree from a TCAT, half the credits needed for a 4-year degree or a guaranteed apprenticeship. Educators are also due for some upskilling. If they are successful in reaching these goals, HTL will produce over 5,000 graduates every 5 years that will flood the region. This is an exciting opportunity for students, families, and the whole community.
 - CEO Bright thanked everyone for being there and for what they are trying to do. CEO Bright recognized Senator Walley, who was in attendance. Dr. Kimble reported that funding is coming from various sources, but they are seeking additional funding.

- The next item on the agenda was the Zoning Ordinance. CEO Bright stated that the ordinance was completed and approved by the board last Fall, but the landscaping portion of ordinance was carved out due to some concerns. CEO Bright asked for the board's direction after hearing from Mickey Sullivan with Gresham Smith on landscaping in this industrial setting and what is right for this community. Mickey Sullivan presented the zoning regulations and explained that the intent was to treat the site as a small city - an industrial city - but the goal was to have a safe location and a pleasant environment.
 - Mayor Huffman made a motion to delay until the September meeting.
 - Seconded by Commissioner McWhorter.

- Discussion – Ms. Richards stated the board needs to give them a clear indication that September is the final deadline.
 - Motion passed unanimously.
- CEO Bright requested some general feedback beyond postponing it until September to clarify that the direction is to have a plan that is moderate and comparable to other communities across the State. Ms. Richards agreed that having an ordinance in place is needed and the board should move forward. Chairman Tuggle stated that he supports that completely along with having open communication with Ford.
- The next item on the agenda was the approval of the easement plan. CEO Bright introduced Jessica Wilson, Real Property Analyst, with DGS STREAM and Steve Lusk, STREAM, to walk the board through the plan. CEO Bright also recognized Chris Bowles with Bradley.
 - Mr. Banks made a motion to approve the preliminary utility plan today with the understanding that the lawyers will work out how best to effectuate the plan and bring each transaction back before the Board.
 - Seconded by Mr. Duke.
 - After discussion, the motion passed unanimously.
- The next item on the agenda was the presentation of the proposed PILOT program for suppliers, presented by Sharon Kolb, ECD Assistant Commissioner and General Counsel. Pursuant to the plan, ECD would negotiate both the grant and PILOT agreements for vendors that are not Ford affiliates. Chris Bowles reviewed the template tiers and performance adjustments in detail. If approved, it would allow ECD to negotiate tax abatements with various suppliers within this framework, and the board would still have to consider each specific agreement, but this gives the business development team guardrails to go out and do their jobs.
 - Mr. Duke made a motion to approve the framework.
 - Seconded by Mr. Robertson.
 - Discussion – Chris Bowles noted that nothing is keeping Haywood County from providing other forms of incentives like grants to attract companies to the Megasite or nearby as well.
 - Motion passed unanimously.
- CEO Bright discussed the information on the Johnson Family and the 1-acre site that Mr. Johnson has recently reached out to General Services that he would like to sell.

Commissioner Branscom noted three appraisals could be obtained and added that this property is very near the Megasite infrastructure. CEO Bright asked for the board's approval for an appraisal to appraise the Johnson Family residence at the cost of \$2,500 with delivery in the first part of June.

- Mr. Banks made the motion to approve.
 - Seconded by Commissioner Branscom.
 - Motion passed unanimously.
- CEO Bright asked Commissioner Branscom to give an update on the Treatment Plant; four proposals for the operator were received and are being evaluated.
 - Commissioner Branscom provided an update on the Treatment Plant and other items. 91% of the pipeline has been delivered, 85% has been fused and 77% has been installed. Testing of the initially installed pipeline will begin on the 22nd of this month. The pipeline is on schedule to be fully installed and tested by November 2023.
 - The Wastewater Treatment Plant is on schedule and expected to be completed by February 2025. Temporary wastewater services equipment will start operations in November 2023. Following that ramp-up schedule, it will be at one million gallons per day by July 2024. Wastewater will be stored in the Department's basins until the Covington Pump Station is available, which is expected that in the summer of 2024, and then the wastewater would be pumped through the pipeline out to the Mississippi.
 - The Water Treatment Plant is on schedule and should be completed September 2024, but temporary potable water services will be available November 2023.
 - The RFP for the water and wastewater treatment facilities management operation and maintenance services has gone well; four proposals were received on May 10. Oral presentations will occur May 25-31. A notice of intent award is hoped to be released in June.
- CEO Bright asked Mr. Duke and Mr. Banks to give updates on the fire and EMS equipment and personnel.
 - Mr. Duke reported a \$5 million amendment to the budget. The fire chief has been authorized to go out and look for a used ladder truck for up to \$2.5 million. Working within the guidelines and requiring a certified appraiser is a challenge. Working on staffing numbers. In the meantime, it is covered by Brownsville Fire.

- Mr. Banks reported that the Dyersburg State agreement is in place and is good for one year. Haywood County Commission and Haywood County Community Hospital are in negotiations about the ambulance authority.
 - Mr. Duke reported that they applied for a Safer Grant through Homeland Security which will provide nine firefighters, which would take care of the staffing for three years, and all their equipment and gear but they will not hear back from that until early fall.
- CEO Bright gave an update on the SR222 utility service update and the water and wastewater line coming out of Stanton. They continue to move forward and are on schedule working with the design engineers. IDB of Haywood County met a few weeks ago and approved the initial part of the loan they will have to cover coming through USDA. Working with Ford to get them to sign that support letter so they can move forward to get that \$3.5 million from Delta Regional Authority. A question raised in the past is whether this utility line is going to serve the TCAT. Ford wants to build a YMCA on that property, and it would serve that and serve part of Fayette County and the fire station that has been discussed, but the line is not serving anything within the Megasite. The line is within TDOT's right of way. CEO Bright asked whether any approval needed by the board for that line going through the Megasite property. Mr. Banks stated out of an abundance of caution, the board would need to approve. Mr. Banks further stated they are drafting a document for Stanton and Haywood County Utility District, which could be used as a template. CEO Bright noted this will be reviewed and possibly voted on at the July meeting.
- CEO Bright updated the Board on the TCAT. CEO Bright stated that recently he met with Ford, Commissioner Thomas from Labor and Workforce Development, Chancellor Tydings, and Dr. Smith at Higher Education to understand Ford's needs in the workforce, the level of those people, and the numbers coming to us in 2024.
- TDOT continues to work with Federal Highway to get approval on the new interchange going in at 39. There are still 12-14 properties that have gone to the AG's office, which is the correct process.
- CEO Bright stated the next item is compensation; he excused himself from the room from that. Chairman Tuggle stated that everyone received a letter to review, so the board understands the background, and the CEO's compensation lies with the board.

- Mayor Huffman made a motion to adopt the new salary schedule submitted.
 - Ms. Richards seconded.
 - Motion passed unanimously.
- Chairman Tuggle asked if there was any other business any member wanted to bring before the board today. There being none, the Chairman called for a motion to adjourn.
- Adjournment
 - A motion was made by Chairman Tuggle to adjourn.
 - The motion was seconded.
 - The meeting Adjourned at 12:15 p.m.

/kc



**Reimagining the
education to workforce
pipeline in Haywood,
Tipton, and Lauderdale
Counties**

May 17, 2023



HTL University will be the first rural district collaborative in the nation to respond in partnership to industry investment.



BlueOval City presents a once in a lifetime catalytic opportunity for West Tennessee.



By proactively leading this effort, HTL will position K-12 students and families for the jobs of the future.



A distinctive, cross-district partnership will generate collective power and unlock economies of scale.



HTL University will inform a blueprint for alignment and growth in West Tennessee and for other rural counties.



Haywood, Tipton, and Lauderdale (HTL) – Who We Are

Haywood, Tipton, and Lauderdale Counties

- » HTL geographically surrounds BlueOval City.
- » To meet the demands of the projected 5,800 jobs at BlueOval City, HTL has:
 - » 55,266 adults ages 25-64
 - » 12,088 adults with an associate's degree or higher
 - » ~16k students across 13 elementary, 6 middle, and 6 high schools
 - » 1,200 high school graduates every year
- » HTL K-12 system leaders are ready to partner together to respond to the industry needs that will emerge in this region.

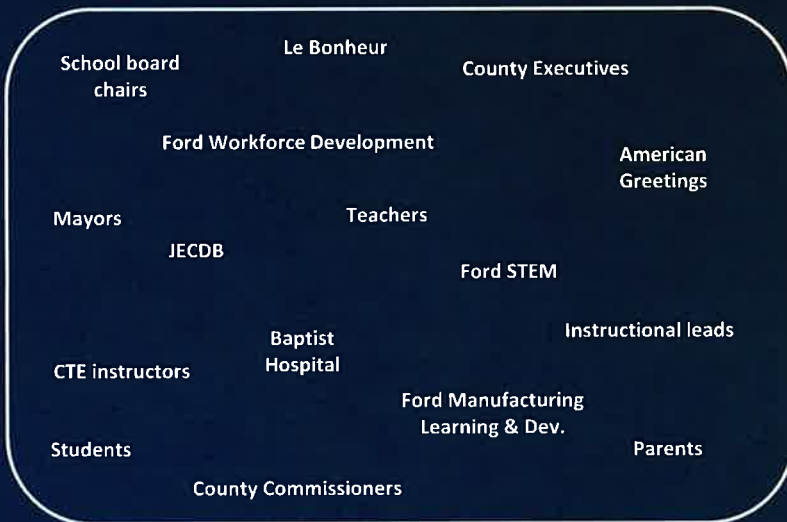


*“When you look at just my three counties — **Haywood, Tipton, and Lauderdale** — 72% of our workforce, or over 22,000 people a day, drive out to work in a larger county. So, we’ve got enough people in my three counties today who could man a car plant three or four times over.”*

Mark Herbison, November 11, 2021

We have gathered perspectives on what's inspiring from dozens of HTL stakeholders...

Interviewed 50+ education, community, and industry leaders



...and identified best practices from innovative, successful initiatives across the country

Researched 30+ exemplar education and workforce development initiatives



Our vision



Every student in the HTL footprint will graduate high school with a valuable credential, an associate degree or degree from a TCAT, progress towards a 4-year degree, or a guaranteed apprenticeship opportunity.



Every educator in the HTL footprint will be equipped to support students with foundational STEM skills, specialized technical skills, or navigation of postsecondary options.



Every family in the HTL footprint will be informed regarding potential career opportunities for themselves and their students along with the requirements necessary to succeed.

HTL University Network of Schools



HTL produces over 5,000 graduates every 5 years

HTL will flood the region with graduates and adults *who are ready*

HTL University will be the first rural district collaboration in the nation to respond in partnership to industry investment in Tennessee.

HTL University Partnerships and Advocacy

Students

STEM FOUNDATIONS

Implement rigorous math and science curriculum

- Integrate project-based learning into current curriculum
- Create innovation studios/maker spaces
- Offer STEM extracurriculars

CAREER EXPOSURE

Establish registered apprenticeships

- Identify early interests and aptitudes in middle school
- Create opportunities for career exploration in middle school
- Create opportunities for post-secondary exploration for middle and high schoolers
- Increase work-based learning in high school

PATHWAYS

Offer aligned, in-demand pathways with a focus on mechatronics

- Enhance engineering, transport, and tool and die pathway(s)
- Increase access to current CTE pathways through creative scheduling
- Expand dual enrollment and dual credit

Educators

DEVELOPMENT

Offer a STEM Fellowship for existing and new educators

- Incorporate educator training and stipends for STEM and in-demand pathways
- Partner with post-secondary for occupational license pathways
- Expose teachers to local industry
- Invest in shared educators for specialty areas like mechatronics

ADVISING

Provide comprehensive advising support to all high school students

- Train current counselors to support students with advisement on postsecondary and workforce opportunities
- Hire additional capacity to connect student interest with industry and postsecondary
- Pilot Advanced Manufacturing distinction

Families

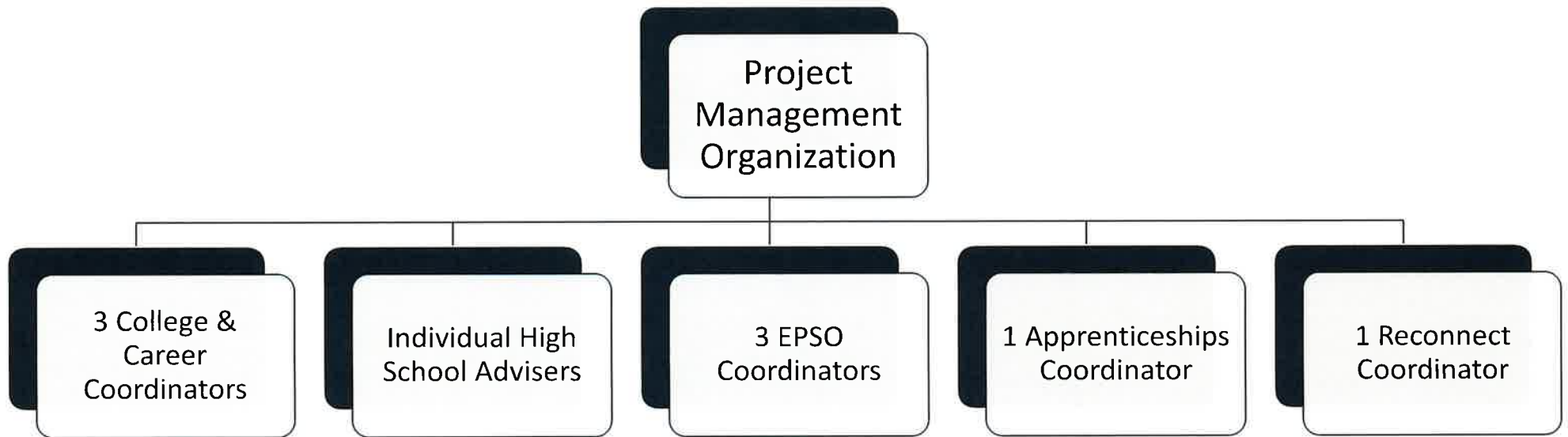
FAMILY CONNECTIONS

Facilitate Reconnect coordination for HTL families

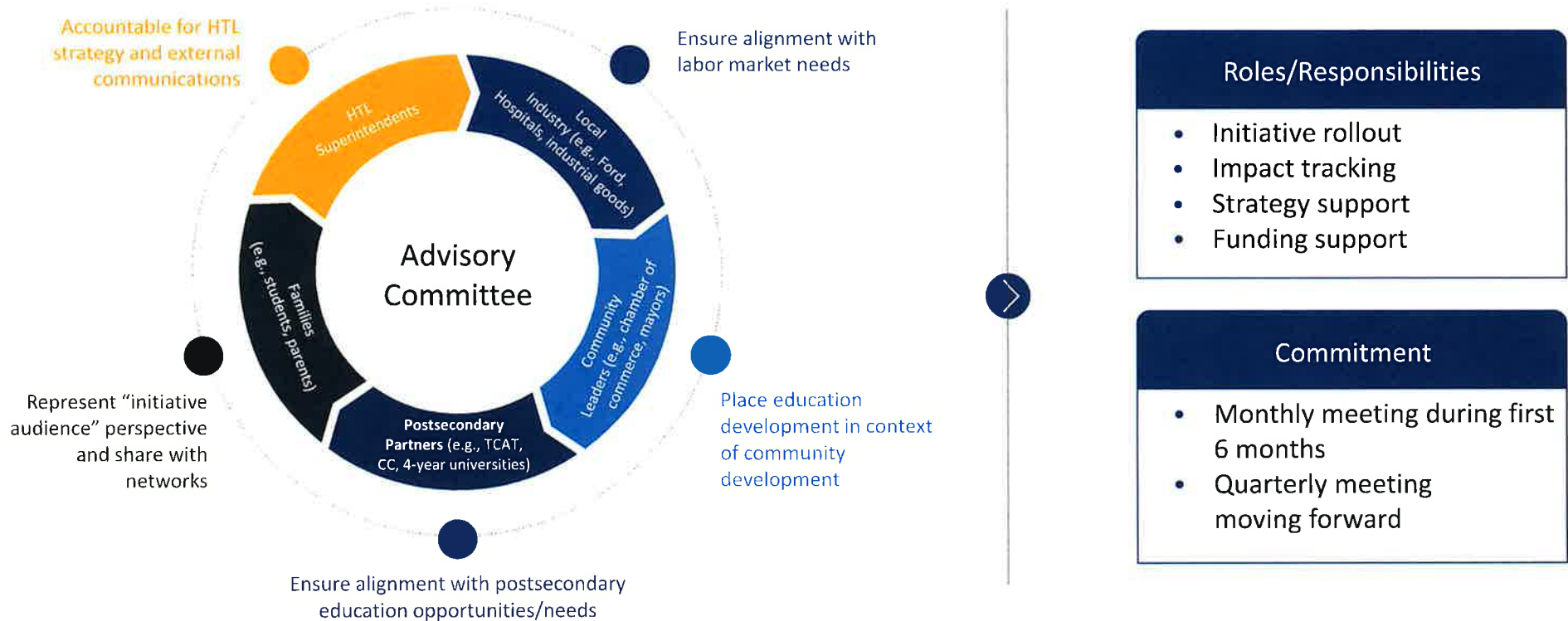
- Offer college courses for families
- Host family learning series with Ford and other local industry partners
- Expose students and family to potential STEM paths through physical and virtual postsecondary and corporate field trips



HTL University initiatives will be management and supported by an Education to Workforce Leadership Team.



HTL will be supported by an Advisory Committee made up of key HTL stakeholder groups and perspectives.



Our Path Forward



The key to the success of HTL University rests on strong partnerships, accountability and transparency, and committed resources.

Strong Partnerships



Secure partners through ongoing engagement and by requesting letters of support and Advisory Committee participation.



Secure funding to establish the PMO and Education to Workforce Leadership Team.

Accountability & Transparency



Hit key milestones and share outcomes through regular engagement with the PMO and Advisory Committee.



Openly share resources and learnings for the betterment of education in West TN, Tennessee and beyond.

Impact



HTL University consistently graduates thousands of students and adults who are ready for the workforce in West Tennessee.

HTL University learnings are shared to expand the work to additional partner districts in West Tennessee.

The path forward to help transform the region and provide a roadmap for this model are...



HTL University Initiatives require **\$3M to launch** and **\$4M to maintain.**



DISTRICT PLANNED INVESTMENT for STEM, college and career exploration for students, educators, and families, high school advising, dual credit and enrollment, mechatronics.

\$8 Million



NEEDED YEAR 1 LAUNCH FUNDS

- **HTL University PMO Support (\$1,000,000)**
- Education to Workforce Alignment Staff
 - HTL EPSO Coordinators (\$187,500*3)
 - HTL Apprenticeships Coordinator (\$62,500*1)
 - HTL Reconnect Coordinator (\$62,500*1)
- Mechatronics Labs + Instructors (\$2,000,000)

\$3 Million



NEEDED, AVG. RECURRING FUNDS – 4 YEARS

- HTL University PMO (\$228,793)
- Education to Workforce Alignment Staff (\$326,846)
- Rural STEM Fellowship (\$600,000)
- Elementary STEM Foundations (\$814,000)
- STEM and Lab Maintenance (\$165,000)
- STEM Teacher Stipends (\$1,520,000)

\$16 Million
(\$4M yearly)

Total Cost For Five Years

\$27 Million



Total Cost Per Student Per Year

\$339

HTL University will prepare students and families to lead the regional workforce of the future by providing them with hands-on engagement with STEM skills and career pathways, and by supporting exceptional educators to inspire, counsel, and teach.



The Background. In September 2021, Governor Lee announced that Ford Motor Company and SK On would invest \$5.6 billion to build a 3,600-acre campus called BlueOval City. Set to launch in 2025, it is anticipated to create 5,800 new jobs. The announcement inspired the Haywood, Tipton, and Lauderdale County superintendents to work together to seize this opportunity to deepen K-12, postsecondary, and workforce partnerships. Together, their counties surround BlueOval City and have the capacity to meet the needs of Ford and other industry partners, both immediately and moving forward.

About HTL

- » **55,266** adults ages 25-64
- » **12,088** adults with an associate degree or higher
- » **~16,000** students in 13 elementary, six middle, and six high schools
- » **1,200** high school graduates every year

The announcement inspired the Haywood, Tipton, and Lauderdale County superintendents to work together to seize this opportunity to deepen K-12, postsecondary, and workforce partnerships. Together, their counties surround BlueOval City and have the capacity to meet the needs of Ford and other industry partners, both immediately and moving forward.

The Partnership – HTL University. In Fall 2022, the districts engaged in a strategic planning process to evaluate their readiness, study national best practices, engage stakeholders in casting a vision, and develop a plan to move forward. Emerging from the strategic planning process is **HTL University –the first rural district collaborative in the nation to collectively respond to regional industry investment.** They have adopted a shared vision, set of goals, and suite of strategies to take advantage of economies of scale to maximize the impact of any investment or partnership on behalf of all students, educators, and families in their footprint.

HTL University Shared Goals

1. **Every student** in the HTL footprint will graduate high school with a valuable credential, an Industry 4.0 Distinction, an associate degree or degree from a TCAT, progress towards a 4-year degree, or a guaranteed apprenticeship opportunity.
2. **Every educator** in the HTL footprint will be equipped to support students with foundational STEM skills, specialized technical skills, or navigation of postsecondary options.
3. **Every family** in the HTL footprint will be informed regarding potential career opportunities for themselves and their students along with the requirements necessary to succeed.

The Work. To reach these goals, HTL University will activate a set of strategies aligned to six key pillars, including:

- **STEM Foundations.** Building in-demand knowledge and skills for HTL’s youngest learners.
- **Career and Postsecondary Exposure.** Establishing pre-apprenticeships, work-based learning experiences, and responsive career and postsecondary exploration for middle and high schoolers.
- **Pathways.** Aligning and expanding in-demand pathways such as mechatronics and engineering.
- **STEM Development.** Creating a STEM Fellowship for new and existing educators, stipends for in-demand roles, and broader HTL educator workforce training on industry and postsecondary opportunities.
- **Deep Advising.** Embedding support for all high school students for postsecondary and workforce success.
- **Family Connections.** Integrating family exposure and access to postsecondary and industry opportunities through Reconnect and other formal learning experiences.

To ensure alignment between K-12, postsecondary programming, and workforce needs, HTL University will form an Advisory Committee with representatives from each sector. A Project Management Organization (PMO) with two staff members will also be created to focus on strong partnerships, leading the work day-to-day, and sharing progress towards HTL University’s ambitious goals for all its students, educators, and families.