

Uplift Education Board Meeting
Tuesday, October 29, 2019 at 4:30 p.m.
Location: Uplift Education Central Management Office – 1st Floor Conference Room
1825 Market Center Blvd., Dallas, TX, 75207

Called to Order: 4:35 p.m.

Adjourned: 7:15 p.m.

Voting Governors Present:

1. Ryan Moss
2. Richard Frapart
3. Cameron Johnson
4. Gerardo Fuentes
5. Ed Tauriac
6. Cullum Clark
7. Dawn Mann

Trustees Present:

1. Andre McEwing
2. James Stanton
3. Pilar Davies
4. Tony Dona
5. Stuart Ravnik
6. Lael Melville
7. Carey Carter
8. Cathleen Crews

Staff Members Present:

1. Yasmin Bhatia
2. Alex Berk
3. Anne Erickson
4. Aurora Lora
5. Remy Washington
6. Jim Jhanke
7. Johnny Deas
8. Deborah Bigham
9. Brett Gallani
10. Ben Van Maanen
11. Daniel Gray
12. Stephen Parmer
13. Karen Evans
14. Dennis Vasquez
15. Erin Francis
16. Kerry Mora
17. Cassie Hubbert

Guests Present:

1. Melissa McNeil
2. Eric Chan
3. John McPherson
4. Maria Martineau

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>	<i>ACTIONS</i>
I. Call to Order And Announcements	A quorum being present, the meeting was called to order at 4:35 p.m. by the chair, R. Moss. R. Moss	

	welcomed staff and trustees to the meeting, as well as John McPherson of McKinsey Consulting, Eric Chan of the Charter School Growth Fund, and Maria Martineau, Board consultant. R. Moss informed the Board that Ricky Garcia was not able to make the meeting.	
II. Minutes	The minutes from the September 13, 2019 Board retreat, and the October 10, 2019 special meeting of the Board were reviewed and considered for approval.	Upon motion made by R. Frapart, and seconded by G. Fuentes, the Board unanimously approved the minutes from the September 13, 2019 Board retreat, and the October 10, 2019 special meeting of the Board, as presented.
III. Regular Reports	<p><u>Finance Report.</u> J. Jahnke reviewed the financial dashboard and noted that on Monday, October 21, 2019, Uplift had 500+ scholar absences more than usual due to the tornadoes and storms the night before.</p> <p><u>Amended Budget.</u> J. Jahnke reviewed the following amended budget with the Board:</p> <ol style="list-style-type: none"> 1. FY20 Adopted Budget: <ol style="list-style-type: none"> a. Total Revenues: 225,710,000.00 b. Total Expenses: 213,200,000.00 2. FY20 Amended Budget: <ol style="list-style-type: none"> a. Total Revenues: 234,317,000.00 b. Total Expenses: 220,364,000.00 <p><u>Audit Status.</u> J. Jahnke reminded the Board of the special meeting scheduled for November 21, 2019, to consider and take action on the annual financial audit. J. Jahnke provided a review of the auditors work and informed the Board that the auditors have concluded the audit with “no findings.”</p> <p>The Board discussed attendance, generally, and at Elevate.</p>	Upon motion made by G. Fuentes, and seconded by C. Clark, the Board unanimously approved the amended budget, as presented.
IV. Information Items	<p><u>Strategic Investment Plan.</u> Y. Bhatia continued her presentation from the Board retreat. Y. Bhatia discussed the timeline required to open a new school, should growth continue to be part of the strategic investment plan. Y. Bhatia introduced Eric Chan of the Charter Growth Plan to discuss options for the Board to consider in addition to opening new schools.</p> <p>Eric Chan introduced himself and the Charter School Growth Fund. The CSGF was founded in 2005 to support the Nation’s best charter schools. Today, the CSGF supports 100+ charter networks, 1,000+ schools, and approximately 470,000 scholars. Mr. Chan discussed the following trends: (1) national politics and related headwinds, (2) markets for charter schools and networks are tightening, (3) higher education is experiencing disruption, (4) and that charters continue to adapt. Nation-wide charter strategies include the following: (1) multi-region</p>	

growth (moving out of State can be challenging), (2) district-charter partnerships (like SB 11), (3) mergers and acquisitions, (4) growth in adjacent areas (higher education, workforce, different scholar populations, etc.), (5) programmatic sharing, and internal improvement and innovation.

The Board discussed the strategies introduced by Mr. Chan.

Update from the Retreat – People Team. A. Erickson discussed the following with the Board: (1) What practices would help create a culture that encourages teachers to disclose/decide earlier if they plan to leave, (2) What is the right level of transparency and communication with staff regarding compensation, and (3) What strategies would help Uplift create a culture of talent mobility?

Region 10 Purchasing Cooperative Interlocal Agreement. S. Parmer introduced the Interlocal Agreement to the Board. Uplift has historically been a member of the Cooperative and has executed the agreement before.

Bilingual/ESL program evaluation 2018-2019 report. B. Gallini provided the report to the Board, which is required by law. B. Gallini explained the program as based on two models with the goal of providing equitable programming: (1) content-based, and (2) scholar pull-outs. B. Gallini provided content on ESL staffing and professional development and informed the Board that at the end of the 18-19 school year Uplift had 6,038 LEP scholars, with 565 scholars exiting the program.

Targeted Improvement Plans. As required by law, A. Lora provided a report to the Board on Uplift schools that had been IR from the 17-18 school year. Uplift currently has no schools in IR from the 18-19 school year. Mighty PS and Wisdom MS are the two schools currently in monitoring by the TEA. As part of the monitoring Uplift is required to have a forum for public comment, which was October 29, 2019, but no members of the public were present. A. Lora reviewed the activities, district leadership team, and campus leadership associated with the monitoring plans, as well as the plans for each school. The Board was also informed that TEA is required a process for D-rated schools as well.

The Board discussed culture and staff mentality.

Upon motion made by G. Fuentes, and seconded by E. Tauriac, the Board unanimously authorized the execution of the Region 10 Purchasing Cooperative Interlocal Agreement.

Upon motion made by C. Clark, and seconded by C. Johnson, the Board unanimously approved the TEA Targeted Improvement Plans, as presented.

IV. Community Open Forum	There were no members of the public present for the community open forum.	
V. CEO Annual Review and Real Estate Matter – CLOSED and OPEN SESSIONS	<p>At 6:34 p.m. the Board retired to CLOSED session to discuss a real estate matter. The CLOSED session was pursuant to the following:</p> <ol style="list-style-type: none"> 1. Pursuant to 551.072 to deliberate the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the board’s position in negotiations with a third person. 2. Pursuant to 551.071 of the Texas Government Code to conduct a private consultation with its attorney to seek advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings. <p>At 6:51 p.m. the Board returned to OPEN session. No decision or action was made in CLOSED session.</p> <p>At 6:51 p.m. the Board retired to CLOSED session to discuss the CEO annual review. The CLOSED session was pursuant to the following:</p> <ol style="list-style-type: none"> 1. Pursuant to 551.074 of the Texas Government Code to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee. 2. Pursuant to 551.071 of the Texas Government Code to conduct a private consultation with its attorney to seek advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings. <p>At 7:15 p.m. the Board returned to OPEN session. No decision or action was taken during CLOSED session. The Board took no action on the CEO annual review during OPEN session.</p>	<p>Upon motion by C. Clark, and seconded by R. Frapart, the Board unanimously approved the Uplift CEO to negotiate and enter a commission agreement with its broker on certain property, so long as such commission agreement has the approval of the Uplift Chair and Vice-Chair.</p>
VI. Adjournment	At 7:15 p.m. R. Moss announced the meeting adjourned there being no further business to come before the Board.	

Respectfully submitted, Alexander S. Berk, Secretary.