

Uplift Education Regular Board Meeting Minutes

Tuesday, June 23, 2020 at 4 p.m.

A virtual meeting of the Board of Uplift Education was held on the date and time listed above. Pursuant to Governor Abbott’s March 16, 2020 Order approving a request by the Office of the Attorney General to temporarily suspend a limited number of open meeting laws in response to the Coronavirus (COVID-19) disaster, governmental bodies may conduct meetings by telephone or video conference to advance the public health goal of limiting face-to-face meetings (also called “social distancing”) to slow the spread of the Coronavirus (COVID-19). In compliance with Governor Abbott’s order, and in furtherance of the public health goal of limiting face-to-face meetings, this meeting was held by videoconference.

Access online was through TEAMS and the agenda provided the following access information:

1. https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZDY1ZDk2OWQ0tY2QyYi00YjdiLWE0YzMtMzMzMmY1ZDZkYWQ0%40thread.v2/0?context=%7b%22Tid%22%3a%22c1136be9-3a18-45ff-8099-b182bfd6890c%22%2c%22Oid%22%3a%2226d7a1b6-9be1-4fdc-9c72-d7278ededda4%22%7d
2. For access by phone: +1 469-340-0751; conference ID: 785 906 330#

Called to Order: 4:00 p.m.

Adjourned: 6:05 p.m.

Board Members Present:

1. John Beckert – Non-Voting Member
2. Richard Frapart
3. Ardo Fuentes
4. Cameron Johnson
5. Dawn Mann
6. John McPherson
7. Lael Melville
8. Ryan Moss
9. James Stanton
10. Ed Tauriac

<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 4:00 p.m. by the chair, R. Moss. R. Moss welcomed the Executive Committee to the meeting. R. Moss then took attendance and stated a quorum of the Board was present.	
VII. Administrative Action Items for Executive Committee	<p>The board took agenda items out of order and addressed action items first.</p> <ol style="list-style-type: none"> 1. <u>20-21 Academic Calendar</u>: Administration is recommending adding “COVID-19 Make-Up Days” to the month of June. 2. <u>Teacher Incentive Allotment (TIA)</u>: Uplift is applying for the State’s performance bonus program for our top teachers and our board is required to approve the application. Anne E. reviewed the TIA application process and expected benefit to Uplift, such as the following: (1) Uplift will put up 139 teachers for designation (18 master, 55 exemplar, and 66 recognized) from 33 different schools based on 18-19 performance 	<p>Upon motion by J. McPherson to approve the 20-21 academic calendar, and seconded by R. Frapart, the board unanimously voted to approve the 20-21 academic calendar as presented.</p> <p>Upon motion by L. Melville to approve the TIA application, and seconded by E. Tauriac, the board unanimously voted to approve and submit the TIA application as presented.</p> <p>Upon motion by A. Fuentes to approve, again, the revised Admissions and Enrollment policy</p>

	<p>data, (2) Uplift will pay \$500 per teacher to TEA to receive initial designation – total cost of \$69,500, (3) Uplift will receive \$1,383,674 in allotment funds- 90% (\$1,245,306) going directly to those teachers’ compensation and 10% (\$138,367) reserved for program costs.</p> <p>3. <u>Admissions and Enrollment Policy</u>: The board approved this in last board meeting, but TEA requires an official resolution with signatures to be submitted with a non-expansion amendment.</p> <p>4. <u>2020 Bond Issuance</u>: Administration provided a review of dollars projected to be spent, an overview of 2019 bond issuance and 2020 bond issuance, and reviewed August issuance timeline of events. Bond projects include the (1) Uplift Elevate Primary School Building and (2) Uplift Cooks Lane (Summit feeder).</p> <p>5. <u>TEA Audit Waiver</u>: TEA has changed the way all public schools received funding in Q4 during the pandemic which will require additional accounting work and hence offered all districts to submit their audit in January. Administration’s recommendation is to approve the waiver request.</p> <p>6. <u>Acquisition of Carter and Bridgepoint Properties</u>: Administration reviewed details regarding its recommendation to purchase two small lots adjacent to Uplift’s Cooks Lane school site to prevent having an undesirable commercial tenant next door to our future school. The board Facilities Committee is recommending the purchase as well.</p> <p>7. <u>Regions LOC</u>: Administration is recommending the board approve use of Uplift’s line of credit to allow Uplift to close on properties before bond issuance, if necessary.</p> <p>8. <u>TEA Waiver on Kinder and 7th Grade Assignments</u>: As part of HB 3, TEA was intending on issuing new required reading assessments. Because of the nature of these assessments and the likely large numbers of children learning remotely in 20-21, TEA is offering a wavier of this requirement for the school year. Administration is recommending the board approve the waiver request.</p>	<p>resolution, and seconded by L. Melville, the board unanimously voted to approve the resolution approving the revision to the Admissions and Enrollment policy as presented.</p> <p>Upon motion by J. McPherson to approve the 2020 bond issuance, and seconded by R. Frapart, the board unanimously voted to approve the 2020 bond issuance as presented.</p> <p>Upon motion by C. Johnson to approve the TEA CFR audit waiver request, and seconded by L. Melville, the board unanimously voted to approve and submit the TEA CFR waiver request as presented.</p> <p>Upon motion by C. Johnson to approve the purchase of the two properties adjacent to Uplift’s Cooks Lane property, known as the Carter and Bridgepoint properties, and seconded by A. Fuentes, the board unanimously voted to approve the purchase of the Carter and Bridgepoint properties as presented.</p> <p>Upon motion by J. McPherson to approve the use of Uplift’s Regions line of credit (LOC) for the purchase of properties, if needed, and seconded by L. Melville, the board unanimously voted to approve the use of Uplift’s Regions line of credit (LOC) for the purchase of properties, if needed, as presented.</p> <p>Upon motion by R. Frapart to approve the TEA Kinder and 7th Grade Assignments waiver request, and seconded by E. Tauriac, the board unanimously voted to approve and submit the TEA Kinder and 7th Grade Assignments waiver request as presented.</p>
I. Announcements	Y. Bhatia reviewed two new programs whose purpose is to support Uplift’s LGBTQ scholars, Out for Safe Schools and No Place for Hate.	

<p>II. Consider and Take Action on Previous Board Minutes</p>	<p>R. Moss asked the Board to consider for approval the following board minutes: 4.28.20 regular meeting minutes. 5.5.20 special meeting minutes. 5.19.20 special meeting minutes.</p>	<p>Upon motion by R. Frapart to approve the minutes, and seconded by D. Mann, the Board unanimously voted to approve the following minutes as presented: 4.28.20 regular meeting minutes. 5.5.20 special meeting minutes. 5.19.20 special meeting minutes.</p>
<p>III. Consider and take action on board statement regarding racial equity</p>	<p>R. Moss introduced a Racial Equity Statement drafted by a committee of the Board of Trustees for discussion. The board discussed the importance of the statement and support of Black Lives Matter, generally, and the great importance it is for Uplift’s community, families, scholars, and staff to know of the board’s position. The Statement will be published on Uplift’s website.</p>	<p>Upon motion by C. Johnson to approve and publish the board Racial Equity Statement, and seconded by D. Mann, the board unanimously voted to approve and post the Racial Equity Statement as presented.</p>
<p>IV. 5-year Strategy Project</p>	<p>Y. Bhatia and members of the Bain Consulting Team, Casey Taylor and Janna Bublely, introduced an update on the Uplift 5-Year Strategy Plan. The update included the following: 1. A review of diagnostics across the following six key building blocks: (1) Academic Outcomes, (2) College and Career Outcomes, (3) Talent recruitment and retention, (4) Scholar retention and recruitment, (5) Growth and number of seats, and (6) Financial health. 2. Reviewed a comprehensive vision for 2025. 3. Reviewed go-forward initiatives. 4. Deep-dive review into scholar retention and enrollment and talent 5. Introduced “Headwinds & Tailwinds” early warning system to drive retention. 6. Discussed next steps on the 5-year strategy.</p> <p>The board discussed the 5-year Strategy Plan and the different aspects of it.</p>	<p>Upon a motion by A. Fuentes to approve the Uplift 5-Year Strategy Plan, and seconded by C. Johnson, the board unanimously approved the Uplift 5-Year Strategy Plan as presented.</p>
<p>V. Finance Update</p>	<p>J. Jahnke provided the Finance Update and began with a review of the Finance Dashboard. As can be expected due to the pandemic, enrollment and attendance numbers are down.</p> <p><u>FY20 Amended Budget and FY21 Proposed Budget.</u> J. Jahnke provided a review of the FY20 adopted budget and then actual revenues, expenses, net revenues, and projected debt service coverage. For FY20, the final forecast (in MM) for revenues is \$229,395, expenses is \$217,159, net revenues is \$12,236, and projected debt service coverage is 1.30x. The final FY21 proposed budget for revenues is (in MM) \$246,025, for expenses is \$232,415, for net revenue is \$13,610, and for projected debt service coverage is 1.31x. The board discussed the amended FY20 budget and proposed FY21 budget, the latter with emphasis on the pandemic and potential</p>	<p>Upon a motion by A. Fuentes to approve the FY20 amended budget, and seconded by E. Tauriac, the board unanimously approved the FY20 amended budget, as presented.</p> <p>Upon a motion by L. Melville to approve the FY21 proposed budget, and seconded by R. Frapart, the board unanimously approved the FY21 proposed budget, as presented.</p>

budgetary impact. The board discussed issues such as sanitization and cleaning expenses, security expenses, impact of potential staffing changes, and in-person versus remote learning instruction.

Alex Berk presented to the board the proposed nomination for the board's annual election for voting board members and officers. The proposed nomination ballot for voting board members included the following:

1. Richard Frapart, Chair
2. Cullum Clark, Vice-Chair
3. Ed Tauriac, Chair of the Audit Committee
4. Ardo Fuentes, Chair of the Governance Committee
5. Cameron Johnson, Chair of the Real Estate and Facilities Committee
6. John McPherson, Chair of the Strategic Planning Committee
7. James Stanton, Chair of the Advocacy Committee
8. John Beckert, Chair of the Development and External Affairs Committee (non-voting)
9. Michael Stack, Chair of the Finance Committee
10. Lael Melville, Chair of the School Engagement Committee, Dallas County
11. Cathy Estrada, Chair of the School Engagement Committee, Tarrant County
12. Andre McEwing, At-Large
13. Dawn Mann, At-Large

The proposed nomination ballot for officers including the following:

1. Richard Frapart, Chair
2. Cullum Clark, Vice-Chair
3. Yasmin Bhatia, CEO
4. James Jahnke, CFO
5. Alex Berk, Secretary/Vice President

The annual election was held remotely via a survey platform and the results were the following:

Elected voting board members:

1. Richard Frapart, Chair
2. Cullum Clark, Vice-Chair
3. Ed Tauriac, Chair of the Audit Committee
4. Ardo Fuentes, Chair of the Governance Committee
5. Cameron Johnson, Chair of the Real Estate and Facilities Committee
6. John McPherson, Chair of the Strategic Planning Committee
7. James Stanton, Chair of the Advocacy Committee
8. John Beckert, Chair of the Development and External Affairs Committee (non-voting)
9. Michael Stack, Chair of the Finance Committee
10. Lael Melville, Chair of the School Engagement Committee, Dallas County
11. Cathy Estrada, Chair of the School Engagement Committee, Tarrant County

Upon a motion by L. Melville to approve the nomination ballot for the board's annual election for voting board members and officers, and seconded by A. McEwing, the board unanimously approved the nomination ballot for the board's annual election for voting board members and officers, as presented.

VI. Board Governance Update

	<p>12. Andre McEwing, At-Large 13. Dawn Mann, At-Large</p> <p>Elected officers: 6. Richard Frapart, Chair 7. Cullum Clark, Vice-Chair 8. Yasmin Bhatia, CEO 9. James Jahnke, CFO 10. Alex Berk, Secretary/Vice President</p>	
VI. Community Forum	No persons signed up to speak during the community forum.	
VII. Adjournment	There being no further business before the Board, R. Moss adjourned the meeting at 6:05 p.m.	

Respectfully submitted, Alexander S. Berk, Secretary.