

Uplift Education Board Meeting  
Tuesday, October 30<sup>th</sup>, 2018 at 4:30 p.m.  
Location: CMO – 1<sup>st</sup> Floor Meeting Room  
1825 Market Center Blvd., Dallas, TX 75207

Called to Order: 4:35 p.m.

Uplift Board Members Present \*:

Adjourned: 6:16 p.m.

- |                           |                     |
|---------------------------|---------------------|
| <b>1. Ryan Moss</b>       | 8. Andre McEwing    |
| <b>2. Richard Frapart</b> | 9. James Stanton    |
| <b>3. Ardo Fuentes</b>    | 10. George Conant   |
| <b>4. Dawn Mann</b>       | 11. Carol Proffer   |
| <b>5. Josh Terry</b>      | 12. Kenneth Govan   |
| <b>6. Ed Tauriac</b>      | 13. Lael Melville   |
| <b>7. Cathy Estrada</b>   | 14. Michelle Benson |
|                           | 15. Carey Carter    |
|                           | 16. Cathleen Crews  |
|                           | 17. Donell Wiggins  |
|                           | 18. Adam Cox        |
|                           | 19. Michael Stack   |

\*Voting members: **Bold**

Uplift Staff Present:

Guests Present:

1. Yasmin Bhatia
2. Stacey Lawrence
3. Alex Berk
4. Rich Harrison
5. Deborah Bigham
6. Kristi Erickson
7. Johnny Deas
8. Erin Francis
9. Rebecca Lane
10. Bonnie Taylor
11. Eric Dominguez
12. Remy Washington
13. Tony Walker
14. Jacob Stainbrook
15. Daniel Grey
16. Dennis Vasquez
17. Kaitlin McDermott
18. Priscilla Collins-Pharms
19. Cassie Hubbert
20. Jim Jahnke
21. Kecia Clark
22. Hannah Mensah
23. Brian Abramowitz

1. Melissa McNeil

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>	<i>ACTIONS</i>	<i>ACTION FOLLOW-UP</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.		
II. Minutes	<p>The minutes from the September 14, 2018 Board retreat were considered for approval.</p> <p>The minutes from the October 26, 2018 special meeting of the Board were considered for approval.</p>	<p>Upon motion made by A. Fuentes and seconded by E. Tauriac, the Board unanimously approved the September 14, 2018 minutes from the Board retreat as presented.</p> <p>Upon motion made by R. Frapart and seconded by A. Fuentes, the Board unanimously approved the October 26 minutes from the special meeting of the Board as presented.</p>	
III. Regular Reports	<p>A. <u>Uplift Program Spotlight</u>. Y. Bhatia provided background and context of the Continuous Learner Grant. B. Abramowitz presented on his professional development award for 5 years of service. For the professional development, he traveled to the Amazon Rainforest and explored the region and taught with approximately 30 other teachers in the area of science and environmental value systems. He included a discussion of how he incorporates the experience into his IB classroom. Y. Bhatia noted that Uplift assigned the \$63K in donations from North Texas Giving day to continuing education for staff such as the experience A. Abramowitz had.</p> <p>B. <u>Special Education update</u>. A. Enright was ill and not available for the Board meeting so the presentation was postponed.</p> <p>C. <u>Finance Update</u>. S. Lawrence provided the finance update. Current enrollment numbers should be expected to dip up to 200 by the end of the year. Attendance is at 97.1%. S. Lawrence discussed enrollment by division, cash flow forecast vs. actual, year-to-date budget vs. actual, key cash and liquidity metrics, and position inventory and fill rate.</p> <p>D. <u>Academic Update</u>.</p> <p>a. R. Harrison first led a panel discussion on Uplift's primary literacy model. Panelists</p>		

	<p>included Kecia Clark, Director of Hampton Primary, Hannah Mensah, Director of Triumph Primary, and Managing Director Priscilla Collins-Pharms. After the panel, the Board of Trustees divided into working groups. The Board of Governors stayed in one group.</p> <ul style="list-style-type: none"> <li>b. B. Taylor and D. Vasquez discussed Targeted Improvement Plans for IR schools as required by the Texas Administrative Code. They made clear that campus directors are part of the planning process, but that high-level requirements are State mandated.</li> <li>c. A. Cox and Y. Bhatia provided an update on the Bain pro bono project that is focused on career strategy. The Bain pro bono team is currently working at the CMO Dallas office and will be for approximately 3 months.</li> </ul>		
<p>IV. Information Items</p>	<p><u>Advocacy Update.</u> D. Bigham introduced E. Dominguez to the Board. C. Clark was not able to attend the meeting. E. Dominguez reviewed legislative priorities, “Board buddies,” and provided strategies for engagement, and provided the dates and times for Institutional Advancement Committee meetings</p>		
<p>VI. Action Items</p>	<p><u>Consider and take action on Chief Executive Officer salary.</u> K. Erickson summarized the recommendation from Administration on the CEO salary. The recommendation is a salary of \$250K, which is consistent with similarly situated open-enrollment networks, and on the lower-end therein.</p> <p><u>Consider and take action on resolution approving new Admissions and Enrollment policy.</u> A. Berk presented the resolution and purpose to the Board.</p>	<p>Upon motion made by J. Terry and seconded by E. Tauriac, the Board unanimously approved a CEO salary of \$250K as recommended.</p> <p>Upon motion made by D. Mann and seconded by J. Terry, the Board unanimously approved the resolution approving the new Admissions and</p>	

	<p>The discussion on a revised Employee Grievance policy and Discrimination, Harassment, and Retaliation policy was postponed.</p> <p>The discussion and vote on annual special education policies was postponed.</p>	Enrollment policy as presented.	
VI. Community Open Forum.	There were no community members present.		
VII. Adjournment	There being no further business to come before the Board, the meeting was adjourned at 6:16 p.m.		

Respectfully submitted, Alexander S. Berk, Secretary.