

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

Called to Order: 4:32 p.m.

Uplift Board Members Present *:

Adjourned: 6:42 p.m.

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|---------------------------|----------------------|
| 1. Ryan Moss | 9. Andre McEwing |
| 2. Richard Frapart | 10. George Conant |
| 3. Ardo Fuentes | 11. Stuart Ravnik |
| 4. Dawn Mann | 12. Carol Proffer |
| 5. Josh Terry | 13. Cristina Barbosa |
| 6. Ed Tauriac | 14. Lael Melville |
| 7. Cullum Clark | 15. Michael Giles |
| 8. Cameron Johnson | 16. Donell Wiggins |
| | 17. Adam Cox |
| | 18. Michael Stack |

*Voting members: **Bold**

Uplift Staff Present:

Guests Present:

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| 1. Yasmin Bhatia | 1. Melissa McNeil |
| 2. Stacey Lawrence | 2. Pilar Davies |
| 3. Alex Berk | 3. Bain Consulting Team |
| 4. Rich Harrison | |
| 5. Deborah Bigham | |
| 6. Kristi Erickson | |
| 7. Erin Francis | |
| 8. Karen Evans | |
| 9. Jeff Kirby | |
| 10. Samina Kingsley | |
| 11. Rebecca Allen | |
| 12. Melissa Short | |
| 13. Annette Enright | |
| 14. Ann Erickson | |
| 15. Sally Hubbert | |
| 16. Brittney Cooper | |
| 17. Daniel Grey | |
| 18. Allen Tolleson | |
| 19. Chris Davis | |
| 20. Britni Searle | |
| 21. Remy Washington | |
| 22. Jim Jahnke | |
| 23. Kerry Mora | |
| 24. Pam Nicholson | |
| 25. Eric Dominguez | |
| 26. Anisha Srinivasan | |
| 27. Tracy Boyd | |

<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 4:32 p.m. by the chair, R. Moss. R. Moss welcomed P. Davies to the meeting, as well as all staff.		
II. Minutes	<p>The minutes from the October 30, 2018 regular Board meeting were considered for approval.</p> <p>The minutes from the November 16, 2018 special meeting of the Board were considered for approval.</p>	<p>Upon motion made by E. Tauriac and seconded by G. Fuentes, the Board unanimously approved the October 30, 2018 regular Board meeting minutes as presented.</p> <p>Upon motion made by E. Tauriac and seconded by R. Frapart, the Board unanimously approved the November 16, 2018 special Board meeting minutes as presented.</p>	
III. Regular Reports	<p>A. <u>Update on Uplift Career Strategy Project – Bain.</u> Y. Bhatia introduced the Bain presentation. Uplift is currently at 55% college persistence and our goal is 70%. The Bain project focuses on where and how career plays into the Uplift goal.</p> <p>M. Anderson with Bain presented on the current status of the Bain project. First, the project is focusing on understanding the current job market. Second, the project is determining how Uplift is succeeding with college persistence. Third, the project is identifying reasons scholars elect to go to college, and if so, where. Fourth, was a review of the match process. Bain concluded that in order for more scholars to attend their match schools, scholars must apply to more schools that match. The Board discussed the type and personality of colleges and workload and cost on scholars to apply to more match schools.</p> <p>For alumni not enrolled in college, 33% are not meeting the living wage and 65% are working full-time.</p> <p>M. Anderson and the Board discussed scholar debt, that Uplift is the employer with the highest number of alumni employed, key insights garnered from alumni regarding matriculation to college, and matriculation numbers with respect to</p>		

	<p>minority populations and gender. The Board discussed data points.</p> <p>Board group discussion.</p> <p>B. <u>Finance Update.</u> S. Lawrence provided the finance update. Uplift is under budgeted currently, but expect an increase as the year moves on. Cash and liquidity are in the same position as the last meeting. S. Lawrence discussed revenue and expense forecast.</p>		
<p>IV. Information Items</p>	<p>A. <u>Update on Special Education Programming and annual Special Education Policies.</u> A. Enright, Director of Special Education, provided a status-update on Special Education. She reviewed our network numbers with respect to scholars receiving special education services, as well as reviewed an organizational chart of her Department. Lastly, she reviewed the updates and changes to the special education policies. The Board was provided a copy of the special education policies being recommended to the Board for approval.</p> <p>B. <u>Institutional Advancement Committee Update.</u> C. Clark introduced the Committee’s work and stressed the importance of the current Legislative session. C. Clark identified Uplift’s highest priorities as increased funding for high-performing charters, TRS healthcare opt-out, and tax exemption for leased properties.</p>		
<p>VI. Action Items</p>	<p><u>Consider and take action on annual special education policies.</u> A. Enright presented the annual special education policies to the Board for its approval.</p> <p><u>Consider and take action on resolution to relocate Uplift Peak Pre-K.</u> P. Nicholson discussed the rationale for requiring a new resolution regarding the relocation of Uplift Peak Pre-K. The Board discussed the effects, if any, on the Pre-K program, and whether Uplift has vetted the site for the new Pre-K program.</p> <p><u>Consider and take action on (1) Employee Grievance Policy and (2) Freedom from Discrimination, Harassment, and Retaliation policy.</u> A. Berk introduced these two policies to the Board.</p>	<p>Upon motion made by G. Fuentes and seconded by C. Johnson, the Board unanimously approved the annual special education policies as presented.</p> <p>Upon motion made by D. Mann and seconded by C. Clark, the Board unanimously approved the resolution approving the relocation of Uplift Peak Pre-K as presented.</p> <p>Upon motion made by J. Terry and seconded by C. Johnson, the Board unanimously approved the Employee</p>	

	The Board postponed discussion regarding a new CAC Chair for Uplift Luna.	Grievance policy as presented. Upon motion made by E. Tauriac and seconded by J. Terry, the Board unanimously approved the Freedom from Discrimination, Retaliation, and Harassment 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 6:42 p.m.		

Respectfully submitted, Alexander S. Berk, Secretary.