

Uplift Education Special Board Meeting  
 Thursday, May 2<sup>nd</sup> at 12:00 p.m.  
 Location: Uplift Education Central Management Office – 1<sup>st</sup> Floor Conference Room  
 1825 Market Center Blvd., Dallas, TX, 75207

Called to Order: 12:09 p.m.

Uplift Board Members Present \*:

Adjourned: 2:01 p.m.

- 1. Ryan Moss**
- 2. Richard Frapart**
- 3. Cameron Johnson**
- 4. Dawn Mann**
- 5. Ardo Fuentes**

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>
I. Call to Order And Announcements	<p>A quorum being present, the meeting was called to order at 12:09 p.m. by the chair, R. Moss. R. Moss welcomed all attendees to the meeting.</p>
II. Level III Employee Grievance Hearing of Stephen Owens	<p>Attendees present included the following:</p> <ul style="list-style-type: none"> <li>• Alex Berk, Chief Legal Officer</li> <li>• Kristina Nanini, Managing Director</li> <li>• Tequila Butler, Dean</li> <li>• Naomi Harper, Manager of Compliance and Legal Affairs</li> <li>• Gaylon Curry, Director of Employee Relations</li> <li>• Erin Francis, Videographer</li> <li>• Stephen Owens, Grievant</li> </ul> <p><u>Introductions.</u> R. Moss introduced the hearing and discussed procedures. S. Owens requested an open meeting and reserved 10 minutes, out of 15 minutes total, for rebuttal.</p> <p><u>Grievant Presentation.</u> The Grievant stated the following:</p> <ul style="list-style-type: none"> <li>• He has been employed at Uplift Peak for 6 years. His wife works there and he has two kids who work there.</li> <li>• He has never received a write-up before his termination.</li> <li>• He asked a Scholar, who had been beating on a door, for his “paycheck.” The Scholar refused, so he took the Scholar to the office. According to the Grievant, this is a game the Scholar plays and he knows where all the cameras are in the building. Grievant stated this is common and it is not addressed by Administration.</li> <li>• He said he “touched” the Scholar’s backpack. He then said the Director, “who is never there,” told him to stop.</li> <li>• He also stated that K. Nanini’s report identified things he was never written up for and called the report “wholly unprofessional.”</li> <li>• He did not knowingly refuse to meet with K. Nanini.</li> <li>• He stated he is deaf in one ear and that may cause him to be loud at times.</li> </ul> <p><u>Administration Presentation.</u> Administration stated the following:</p> <ul style="list-style-type: none"> <li>• K. Nanini asked the Board to read the termination letter.</li> <li>• K. Nanini then asked for the Board to read pages 8-13. When the Board confirmed they had read those pages, K. Nanini ended her presentation.</li> </ul> <p><u>Grievant Rebuttal.</u></p> <ul style="list-style-type: none"> <li>• Grievant asked for the Board to view the video. G. Curry made the video available for the Board, which the Board viewed.</li> <li>• Grievant stated he is 100% deaf in his left ear.</li> </ul>

- D. Mann inquired about parents and staff who allegedly witnessed, and K. Nanini confirmed their presence. The Grievant also stated there were people in the area.

Closed Session. At 12:31 p.m., R. Moss announced the Board was entering closed session to consult with its legal counsel as authorized by 551.071 of the Texas Government Code. At 12:57 p.m., R. Moss adjourned the closed session.

Open Session. At 12:57 p.m., R. Moss re-opened open session. R. Moss stated no decision or action was made during closed session. R. Moss asked for a motion.

**Upon motion made by R. Moss and seconded by A. Fuentes, the Board unanimously approved the grievance appeal of Stephen Owens.**

At 12:59 p.m., R. Moss adjourned the first hearing.

The second hearing was called to order at 1:08 p.m. by the chair, R. Moss. R. Moss welcomed all attendees to the meeting.

Attendees present included did the following:

- Alex Berk, Chief Legal Officer
- Rachel Huff, Managing Director
- Michael Mason., Director
- Naomi Harper, Manager of Compliance and Legal Affairs
- Gaylon Curry, Director of Employee Relations
- Erin Francis, Videographer
- Caleb Davis, Grievant

Introductions. R. Moss introduced the hearing and discussed procedures. C. Davis requested an open meeting and reserved 5 minutes, out of 15 minutes total, for rebuttal.

Grievant Presentation. The Grievant stated the following:

- On February 7, 2019 he was terminated.
- This year he has felt unwelcome and targeted.
- He stated he gave Dani Erbert feedback to be more positive in her feedback. He believes she took it poorly and that he is now targeted by her.
- He stated he was placed on a PIP and that it is only ammunition against him.
- He stated other teachers received positive support and continued to describe reasons for why he believes he feels targeted.

Administration Presentation. Administration stated the following:

- M. Mason and R. Huff stated they both performed observations on C. Davis and reviewed their findings there. M. Mason stated their notes on C. Davis's performance are consistent.
- M. Mason stated he conducted C. Davis's end of year evaluation and determined a PIP was necessary. M. Mason reviewed the PIP for the Board.
- M. Mason stated C. Davis did not take notes during coaching sessions, saying he was not buying-in to improving.
- M. Mason stated C. Davis continued to struggle after being placed on the PIP and it was determined that he was not performing or improving at a successful level. The decision was made at that point to terminate.
- R. Huff informed the Board that they chose objectives specifically for C. Davis and that the objectives were focused on the basics. For example, one objective was to bring lesson plans to check-ins, which C. Davis failed to complete.
- D. Mann asked how C. Davis compared to other first year teachers. Administration responded saying they are not seeing the improvement they should be seeing, and that other first year teachers are improving. The difference is noted in observations, one on one meetings, and debriefs. C. Davis did not improve and did not increase skill set beyond 1<sup>st</sup> year basics. M.

III. Level III Employee  
Grievance Hearing of  
Caleb Davis

Mason informed the Board that coaching sessions are a two-way street, and with C. Davis it is only a one-way street.

Grievant Rebuttal. Grievant stated the following:

- He stated he was hired the day before school started and did not know too much about documentation and that he did not receive appropriate training to be successful.
- He stated Administration's coaching was not successful for him and that he asked Administration to model for him.
- Regarding note taking, he stated he took "mental notes" and that he did not know taking notes was required. He did state he was either typing notes on his phone or his laptop.

Closed Session. At 1:37 p.m., R. Moss announced the Board was entering closed session to consult with its legal counsel as authorized by 551.071 of the Texas Government Code. At 2:00 p.m., R. Moss adjourned the closed session.

Open Session. At 2:00 p.m., R. Moss re-opened open session. R. Moss stated no decision or action was made during closed session. R. Moss asked for a motion.

**Upon motion made by R. Moss and seconded by D. Mann, the Board unanimously denied the grievance appeal of Caleb Davis.**

At 2:01 p.m., R. Moss adjourned the hearing and the special meeting.

Respectfully submitted, Alexander S. Berk, Secretary.