

Uplift Education Special Board Meeting
 Friday, May 3rd at 10:00 a.m.
 Location: Uplift Education Central Management Office – Stanford Conference Room
 1825 Market Center Blvd., Dallas, TX, 75207

Called to Order: 10:10 a.m.

Uplift Board Members Present *:

Adjourned: 10:19 a.m.

1. **Ryan Moss**
2. **Ed Tauriac**
3. **Cameron Johnson**
4. **Josh Terry**
5. **Ardo Fuentes**

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>
I. Call to Order And Announcements	A quorum being present, the meeting was called to order at 10:10 a.m. by the chair, R. Moss. R. Moss welcomed all attendees to the meeting.
II. Level III Employee Grievance Hearing of Tatiana Hurtado	<p>Attendees present included the following:</p> <ul style="list-style-type: none"> • Alex Berk, Chief Legal Officer • Alan Tolleson, Regional Director of Operations • Edith Lopez, Operations Director • Naomi Harper, Manager of Compliance and Legal Affairs • Gaylon Curry, Director of Employee Relations • Erin Francis, Videographer <p>Tatiana Hurtado, the Grievant, failed to be present for the hearing.</p> <p><u>Administration Presentation.</u> Administration stated the following:</p> <ul style="list-style-type: none"> • By letter dated February 13, 2019, T. Hurtado was terminated for violation of company policies. • It was determined that on February 7, 2019 a scholar arrived at school smelling like marijuana. T. Hurtado had the scholar remove his clothing and provided him with clean clothing she received from a colleague. T. Hurtado then kept the clothing that smelled like marijuana in a bag in her office. She did not report the incident to campus administration. Only after being pressed did she provide the clothing. The clothing consisted of a jacket, hoodie, and shirt. T. Hurtado confirmed her actions in the subsequent investigation. • When asked why the Grievant would behave in such a manner, Administration stated her reason was that the Middle School Director did it, so she did too. <p>R. Moss asked for a motion.</p> <p>Upon motion made by R. Moss and seconded by E. Tauriac, the Board unanimously denied the grievance appeal of Tatiana Hurtado.</p> <p>At 10:19 a.m., R. Moss adjourned the first hearing.</p>

Respectfully submitted, Alexander S. Berk, Secretary.