

Uplift Education Board Meeting
 Tuesday, September 26th, 2017 at 4:30 p.m.
 Location: CMO – 1st 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.

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| <ol style="list-style-type: none"> 1. Melissa McNeil 2. Ryan Moss 3. Richard Frapart 4. Cameron Johnson 5. Jack Wensinger 6. Ardo Fuentes 7. Donell Wiggins 8. Josh Terry | <ol style="list-style-type: none"> 9. Cathleen Crews 10. Andre McEwing 11. Kay Allen 12. Christine Frary 13. Carol Proffer 14. Brice Tarzwell 15. Michael Giles 16. Carey Carter 12. James Stanton |
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*Voting members: **Bold**

Uplift Staff Present:

1. Yasmin Bhatia
2. Rich Harrison
3. Deborah Bigham
4. Stacey Lawrence
5. Kristi Erickson
6. Chaneka Rich
7. Nicholas Pascale
8. Lindsay Butler
9. Angela Tristan
10. Sarah Hobson
11. Talia Hudspeth
12. Alex Berk

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>	<i>ACTIONS</i>	<i>ACTION FOLLOW-UP</i>
I. Call to Order And Announcements	Having quorum, the meeting was called to order at 4:35 p.m. by the chair, M. McNeil. School leaders were introduced, including A. Tristan, the new Regional Director of Operations.		
II. Consent Agenda	The minutes from the Board retreat on September 8 th and 9 th were reviewed by the Board. One correction was made to classify A. McEwing as a board member and not a guest.	Upon motion made by J. Wensinger and seconded by A. Fuentes, the Board unanimously approved the minutes as written with the correction.	
III. Regular Report A. Finance Update B. Real Estate Update	A. <u>Finance Update:</u> S. Lawrence presents *S. Lawrence presents a dashboard of four key metrics. Receiving a color of Green was Attendance,	Upon motion made by J. Wensinger and seconded by A. Fuentes, the Board	

Cash and Liquidity, and Expense management as all were on budget. Enrollment, the fourth metric presented, received a color of Yellow for being marginally under budget and slightly below expectations

unanimously approved the PSA to move forward with due diligence on the site.

B. Real Estate Update: C. Johnson presents map of Fort Worth, including Chapin Road and Hannah Ranch sites

*Y. Bhatia introduces Finance Review of sites

*S. Lawrence introduces recently completed pro forma not in pre read

*A. McEwing asks about plans for the openings

*Y. Bhatia explains that they will be similar to our past approach. She also clarifies that Uplift is pursuing PSA's and LOI on multiple sites to see how the process on each plays out

*A. McEwing inquires about community notification process

*J. Wensinger follows up with a question on the reception Uplift generally receives in the community

*A. McEwing voices that the measure of our standing with Fort Worth will be the first graduating class in 2018

*S. Lawrence runs through the proposed real estate transaction

*M. McNeil asks if the group can approve the Purchase Sale Agreement (PSA) and move forward with the due diligence

III. Information Items

- A. Development Update
- B. Uplift Spotlight, Relay Principal Preparation Program
- C. Board Retreat Survey Feedback
- D. Update on Talent Metrics and Great Places to Work Survey from 2016-2017

A. Development Update: At 4:55 p.m. D. Bigham explains giving expectations to board, working draft of the College Signing Day tables, sponsorships, etc.

*M. McNeil explains that contributions from board members should be "meaningful"

B. Uplift Spotlight: At 5:00 p.m., C. Rich presents on Relay Graduate School Principal Preparation Program and her time as a Director in Residence

*R. Frapart asks about ongoing development

*M. McNeil asks how many members there are, and C. Rich responds about 400 in total with about 150 in Houston and 250 elsewhere

C. Board Retreat Survey Feedback: At 5:07 p.m., M. McNeil presents feedback from the board retreat a couple of weeks prior. Potential changes will be to hold both days at the CMO instead of one day at a school. Also, instead of an optional school tour before the long day of the retreat meeting begins, learning walks should be arranged separate from the retreat

D. Update on Talent Metrics and Great Places to Work Survey from 2016-2017: K. Erickson delivers human capital update on retention, hiring, and Great Places To Work

*J. Wensinger asks when the salary change was made

*Y. Bhatia says the six pint jump in retention happened at the same time as the salary increase up to market level and was perhaps a big part of the jump

*R. Frapart asks why Williams retention jumped and Y. Bhatia explains that was coming off of a year when the school experienced an unexpected departure of a director

*R. Moss asks how we are working with leaders on engagement metrics

In response to sharing of Great Places To Work Survey results...

*C. Crews asks what actions should we take in response to the survey

*A. Fuentes inquires about communication between campuses and CMO and if the Campus Advisory Council can do anything to help

*C. Frary asks about putting together a playbook for the teachers

*C. Proffer asks if the questions have a comments section to capture actionable feedback

*R. Moss asks about industry baseline/benchmark

*Y. Bhatia explains that there are not many education institutions using the Great Places To Work survey and that there is work going on to marry that survey up with a Gallup poll

*J. Terry asks about compensation structure best practices that could help with retention

<p>IV. Action Items:</p> <p>A. Bylaw revision</p> <p>B. Executive Compensation Committee</p> <p>C. Policy on Special Education Classroom Video Monitoring</p>	<p>A. <u>Bylaw Revision</u>: At 5:58 p.m., A. Fuentes asks for Revision of bylaws ending the initial term requirement</p> <p>*R. Frapart moves to approve</p> <p>*J. Terry seconds the motion</p> <p>B. <u>Executive Compensation Committee</u>: At 6:00 p.m., A. Fuentes presents the creation of executive compensation committee with respect to the CEO. The chain would be the Chairman of the board and adds no new members. M. McNeil gives background for reasoning behind it and M. Giles clarifies that it is only for compensation of the CEO</p> <p>*A. Fuentes moves to approve</p> <p>*J. Terry seconds the motion</p> <p>C. <u>Policy on Special Education Classroom Video Monitoring</u>: At 6:05 p.m., A. Berk presents the policy specifics</p> <p>*R. Moss moves to approve</p> <p>*A. Fuentes seconds the motion</p>	<p>Upon motion made by R. Frapart and seconded by J. Terry, the Board unanimously approved the bylaw revision</p> <p>Upon motion by A Fuentes and seconded by J. Terry, the Board unanimously approved the creation of the Executive Compensation Committee</p> <p>Upon motion made by R. Moss and seconded by A. Fuentes, the Board unanimously approves the Policy on Special Education Classroom Video Monitoring</p>	
<p>V. Open Forum Community Comment</p>	<p>There were no community members present</p>		
<p>VI. Adjournment</p>	<p>There being no further issues to come before the board, the meeting was adjourned at 6:16 p.m. by M. McNeil</p>		

Respectfully submitted by Mark Willey for Alexander S. Berk, Board Secretary.