

Uplift Education Board Meeting
 September 27th, 2016 – 4:30 p.m.
 Location: CMO – 1st Floor Meeting Room
 1825 Market Center Blvd., Dallas, TX 75207

Called to Order: 4:33 p.m.

Uplift Board Members Present *:

Adjourned: 6:43 p.m.

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| 1. Melissa McNeil | 9. Ed Tauriac |
| 2. Ryan Moss | 10. Cathleen Crews |
| 3. Ardo Fuentes | 11. Christine Frary |
| 4. Randy Ray | 12. Kay Allen |
| 5. Richard Frapart | 13. Tony Dona |
| 6. Dawn Mann | 14. Carol Proffer |
| 7. Mary Ellen Weber | 15. Cullum Clark |
| 8. Carey Carter | 16. Amy Messersmith |

*Voting members: **Bold**

Others

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| 1. Yasmin Bhatia | 6. Anisha Srinivasan |
| 2. Stacey Lawrence | 7. Becky Madole |
| 3. Rich Harrison | 8. Eric Goodloe, PMSI |
| 4. Ann Stevenson | 9. Remy Washington |
| 5. Deborah Bigham | 10. Sara Ortega |
| | 11. Candice Dagnino |
| | 12. Samina Noorani |
| | 13. Mya Baker |
| | 14. Cassie Hubbert |

| <i>TOPIC</i> | <i>DISCUSSION/CONCLUSIONS</i> | <i>ACTIONS</i> | <i>ACTION FOLLOW-UP</i> |
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| Call to Order | A quorum being present, the meeting was called to order at 4:33 p.m. by the Chair, Melissa McNeil. Eric Goodloe was introduced and letters of appreciation to directors of school that are no longer IR rated were circulated for signature by board. | | |
| Consent Agenda | The minutes from the August 30 th board meeting and from September 9 & 10 board retreat, all of which were included in the pre-read, were reviewed. | Upon motion made by R. Ray and seconded by D. Mann, the board unanimously approved the minutes as written. | |
| Action Items: Metrics for Five-Year Strategic Plan | Yasmin Bhatia, CEO, presented the quantitative goals and metrics for the strategic plan over the next 5 years. Board discussed the targets set and the challenges to achieving those goals. | Upon motion made by R. Frapart and seconded by A. Fuentes, the plan metrics were approved as presented. | |
| Action Item: Application Deadline Change for New Schools | Ann Stevenson presented a resolution to approve a change to the application deadlines for admission to Uplift schools. The change requested is to move the deadline for new schools to March 1. This will enable the lottery for all schools to be held in early March. | Upon motion by R. Moss, and seconded by A. Fuentes, the board unanimously approved | Request for amendment will be filed with TEA. |

| | | the resolution as presented. | |
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| <p>Regular Report – Strategic Investment Plan Update – Invest Internally in Our People, Schools and Systems</p> | <p>a. <u>Teacher Pipeline Update</u>: Rich Harrison reported on the teacher partnership programs that Uplift is establishing to enhance our hiring opportunities for teachers. He presented a timeline and projection of the number of teachers that may be hired through these partnerships. Uplift expects to hire over 300 new teachers over the next few years and with these partnerships, we can obtain approximately 60% of new teachers from these partnerships. Our recruiting team will then be able to focus more specifically on challenging positions to fill and specific needs for the schools and central office.</p> <p>b. <u>Finance Update</u>: Richard Frapart reported that the external audit team will start next week and the committee expects to present the audit at the December board meeting. The auditor will be present at that meeting. Stacey Lawrence reported that preparation for the audit was much easier with a single charter. Stacey also presented the Finance dashboard for discussion. Projected enrollment (with expected attrition over the school year) may result in a budget gap, but believe we will also save on lower personnel costs. At the same time, schools are continuing to enroll additional students as possible. Challenge this year was due in part to the number of high school students not returning in August and difficulty in filling all slots at Uplift Grand which nearly doubled its enrollment this year. School leadership and admission and enrollment teams are working to identify reasons for loss.</p> | | <p>Schedule audit presentation for the December board meeting.</p> |
| <p>Regular Report – Strategic Investment Plan Update – Serve More Children in Educationally & Economically Under- Served Areas</p> | <p>A: <u>Real Estate Update</u>: Randy Ray, chair of the real estate and new school development committee, presented an overview of the three areas of real estate development for Uplift schools – new sites, adding buildings to existing sites (as part of master plan), and miscellaneous work on remodels, maintenance, and changes to existing buildings. The committee generally reviews all of these areas and with respect to new sites, it generally takes two to three years from locating a site to opening the school. We have a signed LOI for our first Fort Worth site and the seller is working on the purchase and sale agreement. The board was also reminded of the groundbreaking events in October: October 20 for the White Rock Hills location (Ferguson & I-30), October 24th - the Pinnacle Secondary event (Camp Wisdom & I-35), and the ribbon cutting event for Uplift Grand on October 14th.</p> | | |

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| | <p>B: <u>Real Estate and Site Development Process</u>: Eric Goodloe representing PMSI, Uplift’s construction project manager, gave an overview of the process from acquisition of land through construction to the opening of a new school. A handout of the timeline and critical steps was given to the board. Eric also reviewed the process for selecting contractors for construction projects. He noted that we have some contractors who continue give very favorable bids because they also believe in Uplift’s mission. Appreciation was given to Eric and PMSI for their valuable service in overseeing these many projects.</p> | | |
| <p>Regular Report – Strategic Investment Plan Update – Expand Innovation Collaborations</p> | <p>A: <u>Community Partnerships</u>: Becky Madole, Manager of Strategic Partnerships for Uplift, gave an overview of the number and types of partners who are currently involved with Uplift. She also reviewed the process for reviewing and implementing these partnerships to ensure they meet the needs of the schools and risks are managed. Partnerships play an important role in enhancing services to our scholars and to our families.</p> <p>B: <u>Career Exposure Field Trips</u>: Cassie Hubbert, Fundraising and Signature Events Manager, presented plan to provide field trips to local corporations and businesses to give our scholars more information about possible careers. The first trip is planned to Pizza Hut for junior scholars. Cassie reviewed the typical field trip agenda and discussed the planning process. Board members were encouraged to consider whether their respective businesses could be part of this project and if so, to contact Cassie. Amy Messersmith, who is with Pizza Hut, said she would share blueprint for the trip to Pizza Hut with other board members.</p> | | |
| <p>Information Item: Campus Advisory Council Updates</p> | <p>Ardo Fuentes introduced the CAC chairs and described briefly process for updates from the chairs present.</p> <ul style="list-style-type: none"> a. Uplift Grand: Kay Allen said the council had dinner with the directors and have learned a lot about the school. The council wants to be more connected with the local 501(c)(3) organizations in Grand Prairie and are working on making those connections. b. Uplift Peak: Christine Frary noted that their council also started out with a dinner with school leaders. They also want to have a welcoming event with all staff. Some of the concerns expressed by the staff to date are teacher attrition at the beginning of the school year and the spending restrictions at the end of the school year. c. Uplift Heights: Tony Dona reported that he has had individual dinners with school directors and also met with other board members. Everyone appears very positive with the start of the school. Some of the challenges noted are meeting the needs of the | | |

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| | <p>increased number of special education students in the primary school and addressing the financial cost for athletic events at middle school because currently losing money. Another focus is to more clearly determine the council role with the school and on teacher appreciation.</p> <p>Ardo Fuentes thanked the chairs for their reports and reminded the board that an event for all CAC chairs and members will be held on October 18th from 5:30 to 7:00.</p> | | |
| Information Item: Advocacy Update | <p>Melissa McNeil gave the update in Donell Wiggins' absence. The committee is currently focused on getting state officials to visit our schools. The committee is also looking at specific events to support these efforts. There will be an advocacy summit on November 14th in Austin for board members from the larger charter networks. Lt. Governor Patrick toured Peak today. He is supportive of our goals, but expects challenge to funding.</p> | | |
| Open Forum Community Comment | <p>There were no members of the community present.</p> | | |
| Executive Session | <p>M. McNeil closed the open meeting at 6:23 p.m. and convened the Executive Session to discuss CEO compensation for 15-16 school year.</p> <p>The executive session was closed and the regular meeting re-opened at 6:42 p.m. The chair noted that the bonus compensation for the CEO was recommended to be 100% of the discretionary amount.</p> | <p>Upon motion by the board chair and seconded by R. Moss, the board unanimously approved the recommendation to award 100% of the discretionary bonus to the CEO.</p> | |
| Adjournment | <p>There being no further business to come before the board, the meeting was adjourned at 6:43 p.m.</p> | | |

Respectfully submitted, Ann Stevenson, Secretary