

**Uplift Education Board Meeting - Retreat**

September 12, 2015 @ 8:00 a.m.

Location: CMO Offices, 1<sup>st</sup> Floor

1825 Market Center Blvd., Dallas, TX 75207

Called to Order: 8:03 a.m.

Adjourned: 12:15 p.m.

\*Voting members: **Bold**

Uplift Board Members Present\*:

- |                           |                       |
|---------------------------|-----------------------|
| 1. <b>Tony Dona</b>       | 8. Angela Farley      |
| 2. <b>Melissa McNeil</b>  | 9. Angie Dickson      |
| 3. <b>Richard Frapart</b> | 10. Kay Allen         |
| 4. <b>Randy Ray</b>       | 11. Jack Wensinger    |
| 5. <b>Donell Wiggins</b>  | 12. Christine Frary   |
| 6. <b>Dustin Marshall</b> | 13. Cathleen Crews    |
| 7. <b>Ryan Moss</b>       | 14. Srikanth Srinivas |
|                           | 15. Ossa Fisher       |
|                           | 16. Marnie Wildenthal |
|                           | 17. Abby Williams     |
|                           | 18. Alan LaBlanc      |
|                           | 19. Carey Carter      |

Others

- |                      |   |
|----------------------|---|
| 1. Yasmin Bhatia     | 12. Korey Mack                            |
| 2. Stacey Lawrence   | 13. Becky Madole                          |
| 3. Ann Stevenson     | 14. Josh Angle - Bain                     |
| 4. Rich Harrison     | 15. Alesha Arscott - CSGF                 |
| 5. Deborah Bigham    | 16. Loren Kozoi – Summit Advisory Council |
| 6. Johnny Deas       | 17. David Cavanaugh                       |
| 7. Anisha Srinivasan | 18. Carol Proffer                         |
| 8. Diana Meyer       |   |
| 9. Ben VanMannen     |   |
| 10. Marilyn Wright   |   |
| 11. Tony Walker      |   |

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>	<i>ACTIONS</i>	<i>ACTION FOLLOW-UP</i>
Call to Order	The meeting was called to order at 8:03 a.m. by the chair, T. Dona.		.
Human Capital Update	D. Meyer presented overview of data related to hiring and staff retention which was presented in the report provided in the board pre-read documents. Board discussed obstacles to hiring and retaining teachers and competition in the market for finding qualified teachers and meeting compensation challenges. Noted also that loss of classroom teacher is impacted by internal promotions to leadership positions which requires hiring more teachers. Exit interviews also indicate that work life balance is still issue. Rich reported on efforts to build relationships with regional colleges and universities as a pipeline for teachers.		

Community – Parent Open Forum	No one was present.		
Finance Update: CNP policy proposal	S. Lawrence and J. Deas presented proposed change to CNP program regarding deficit due to parents failing to complete F&RL application and failing to pay negative balances. Proposed change to policy regarding providing meals to students with negative balances and instead give an alternative meal. Also discussed efforts to collect applications and communication around expectations.	Upon motion by R. Ray, seconded by D. Wiggins, the board approved the proposed CNP policy as presented.	
Investment Policy Update	Stacey Lawrence reviewed the investment policy changes to meet changes in law and recommendations of auditors. Noted that will need to include specific training for board members around investment obligations.	Upon motion by D. Marshal and seconded by R. Ray, the board approved the Investment Policy as presented.	
Break	Scheduled break – 15 minutes		
Strategic Planning – Part 2	O. Fisher led the second part of the strategic planning discussion with the board. Members were divided into small groups to address questions related to the pace and location for growth. Results of discussions to be compiled and used for further reflection as the board continues consideration of the next phase of the strategic planning process.		
Family & Community Engagement	K. Mack (Director of Government Affairs and Community Advocacy) and B. Madole (Manager of Strategic Partnerships) presented an overview of the vision for increasing parent engagement within the network, to include more advocacy by parents.		
Special Education Update	M. Wright presented a report concerning the number of enrolled scholars with disabilities. Noted that Uplift is seeing more students in the categories of severe and profound disabilities which may reflect the quality of our programs for students with special needs, but overall, the number of students who are in special education is similar to the traditional school districts. Uplift will need to consider the appropriate graduation track for severely disabled students.		
Closed executive session	The open meeting was closed at 11:59 a.m. and the executive session opened at 12:01 p.m. for the purpose of discussing the review of the CEO.		
Re-opening meeting, Action taken, and Adjournment	The executive session was closed at 12:09 p.m. and the open meeting reopened at 12:10 to take a vote on compensation for the CEO for the 15-16 fiscal year.  Meeting adjourned at 12:15 p.m.	Upon motion by D. Marshal and seconded by R. Ray, the board approved the salary and bonuses discussed and recommended.	Board chair will present decision of board to CEO and to HR for implementation. Compensation will be posted on Uplift website as required.

Respectfully submitted: Ann Stevenson, Secretary