

Uplift Education Board Meeting Minutes

Tuesday, April 30, 2024 at 4:30 p.m.

A meeting of the Board of Uplift Education was held on the date and time listed above.

Called to Order: 4:36 p.m.

Adjourned: 5:59 p.m.

Executive Committee Members Present:

1. Cullum Clark, Chair
2. Dr. Lael Melville, Vice Chair
3. John Beckert
4. Simon Chen
5. Pilar Davies
6. Ricky Garcia
7. Rusty Jagers
8. Cameron Johnson
9. John McPherson
10. Harold Montgomery
11. James Stanton
12. Christine VanDeVelde

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>	<i>ACTIONS</i>
I. Call to Order and Announcements	C. Clark welcomed the Board to the meeting and took attendance. A quorum being present, the meeting was called to order at 4:36 p.m.	
II. Community Forum	The Community Forum action item was managed by A. Berk who reported there were no community speakers signed up to speak.	
III. Presentation of Summary of Findings of State Intruder Detection Audit	<p>This business item was presented on by A. Tolleson, Regional Director of Operation. A. Tolleson provided the following information:</p> <p>Each audit includes the following actions by auditors:</p> <ul style="list-style-type: none">• Attempt to gain access to the school through randomly selected doors.• Check all exterior doors to determine if any are unlocked or propped open.• Confirm that documentation of weekly door sweeps is up to date. <p>Summary of Door Audit Finding:</p> <ul style="list-style-type: none">• Uplift Grand had a locked door that was not pulled all the way shut, and a cafeteria door that was unlocked. Both issue have been corrected, and the campus team has receiving additional training.	

<p>IV. Finance and Enrollment Update</p>	<p>The Enrollment Update was provided by A. Martin and included the following information:</p> <ul style="list-style-type: none">• Current enrollment numbers:<ul style="list-style-type: none">○ Current enrollment, 23-24 = 22,276.○ Day Before School, 24-25 = 26,751.○ Full House, 24-25 = 25,385.• Path to 24-25 enrollment <p>The board discussed historical trends regarding enrollment number drop-off at the beginning of the school year, incentives for reenrollment, changes in the market and competition, benchmarking data related to athletics, increase in applications at Uplift Hampton, and the influence of athletics.</p> <p>The Finance Update was provided by L. Berlin and included the following information:</p> <ul style="list-style-type: none">• FY24 forecast, including revenues and expenses.• Financial Executive Summary.<ul style="list-style-type: none">○ On target to deliver debt covenants for 2024SY despite lower than planned enrollment and ADA<ul style="list-style-type: none">▪ Revenue projection \$301M, down \$2.8M vs. original plan offset by expenditure reduction of \$6.2M.▪ Enrollment down 517 scholars and ADA 1ppt below original plan equating to ~\$8M revenue gap.▪ Closing this revenue gap through higher private grants/donations \$2.5M and state revenue from SPED and CTE population \$2.7M.▪ Lower expenditures driven by staff vacancies.○ With better revenue and expense projections for 2024SY, we have opportunity to utilize funds this year knowing we have challenges ahead.<ul style="list-style-type: none">▪ Lack of state funding increase in 2025SY and ongoing uncertainty makes building salary increases into the go-forward budget challenging.▪ Plan to leverage 2024SY upside as a one-time retention bonus for teachers will allow us to help bridge the gap with traditional ISD teacher salary schedules without having to pull back in future if State funding doesn't improve.▪ Latest budget rollup gets us to 1.15 DSR (this includes reducing attendance assumption to 93%).▪ Continuing to fine tune and conduct detailed analysis.▪ We are working through the details and will have larger update in May board meeting.○ Continuing to progress on 2025SY budget and have a plan to deliver working budget on time (1.1 DSR & 60+ days cash on hand).<ul style="list-style-type: none">▪ In the process of finalizing school section counts and CMO budgets.▪ Finance & Strategy Committee review May 21, 2024 & Board review May 28, 2024.▪ Will present final budget update with latest projections for approval June 18, 2024.▪ Submit to TEA June 30, 2024. <p>The board discussed reenrollment numbers, ADA and the budget, clarity on philanthropic dollars and how they are spent, and RTCC.</p>	
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<p>V. Uplift Heights Healthcare High School Update</p>	<p>R. Washington provided the update on the Uplift Heights Healthcare High School including the following information:</p> <ul style="list-style-type: none"> • Campus Construction Update. <ul style="list-style-type: none"> ○ Completed construction contract with Tegrity and on-budget (\$900K investment). ○ Renovations will begin on June 1st. ○ Uplift and BSWH branding working with architects to bring both brands together inside and on exterior of the school. • Program and Scholar Exposure Update. <ul style="list-style-type: none"> ○ Hiring for Healthcare High School Program Director (On-Campus) & Program Manager (Network). ○ Rising 9th Grade scholars visiting BSWH for pathway exposure opportunity with BSWH staff on May 14. ○ Continuing to refine pathways and course work with higher education partners (Dallas College & UTA) to accelerate earning certifications and/or degree attainment. • Healthcare pathways curriculum. • Diagnostic and therapeutic services. <p>The board discussed dual credit and IB, enrollment data, marketing materials, and the school’s reporting structure.</p>	
<p>VI. Senior Decision Day Planning</p>	<p>Y. Bhatia provided the update on Senior Decision Day, including the following information:</p> <ul style="list-style-type: none"> • Event is Tuesday, May 21 at Dickies Arena in Fort Worth from 11am to 2pm. • Board members are encouraged to attend and bring a friend. 	
<p>VII. Administrative Action Items</p>	<p>The Administrative Action Items were presented on by A. Berk and included the following:</p> <p><u>ACTION ITEM:</u> Consider and take action on approving minutes from the February 27, 2024 Board meeting.</p> <p>The minutes were provided in the pre-read for the meeting.</p> <p><u>ACTION ITEM:</u> Consider and take action on the 2024-2025 Instructional Materials Allotment & TEKS Certification Form for TEA.</p> <p>Every year, Uplift is required to certify to TEA that its scholars will have access to instructional materials that cover all of the Texas Essential Knowledge and Skills (TEKS). This process begins with Uplift’s Curriculum Team completing an online survey that indicates the instructional materials Uplift will be using during the 2024-2025 school year</p> <p><u>ACTION ITEM:</u> Consider and take action on approving resolution for TEA non-expansion amendment to change the name of Uplift Heights Preparatory High School (CDN 057803-006) to Uplift Heights Healthcare Institute.</p> <p>With the creation of the new healthcare-focused high school at Uplift Heights, we are recommending the school name be changed to Uplift</p>	<p>Upon a motion to approve the February 27th, 2024, board meeting minutes, as presented, by H. Montgomery, and seconded by R. Garcia, the Board unanimously approved the motion.</p> <p>Upon a motion to approve the 24-25 SY Instructional Materials Allotment and TEKS Certification Form for TEA, as presented, by H. Montgomery, and seconded by J. McPherson, the Board unanimously approved the motion.</p> <p>Upon a motion to approve the resolution authorizing the TEA non-expansion amendment to change the name of Uplift Heights Preparatory High School (CDN 057803-006) to</p>

	<p>Heights Healthcare Institute, effective July 1, 2024. The name change reflects the specific healthcare programming as well as honors the Heights name and community.</p> <p><u>ACTION ITEM:</u> Consider and take action on approving resolution for TEA non-expansion amendment to relocate Uplift Williams Preparatory Primary School (CDN 057803-112) Pre-Kindergarten from its second site at Uplift Triumph Preparatory Primary School (CDN 057803-106), located at 9411 Hargrove, Dallas, Texas, 75220, to Uplift Williams Preparatory Primary School, located at 1750 Viceroy Dr., Dallas, TX, 75235.</p> <p><u>ACTION ITEM:</u> Consider and take action on approving Memorandum of Understanding with the Uplift Education Foundation.</p> <p>As part of the process for creating the new Uplift Education Foundation, a separate 501(c)(3) nonprofit organized to support fundraising efforts for Uplift Education, we have created a Memorandum of Understanding that provides a high-level explanation of the relationship between the two organizations and ensures there is a public purpose, and that Uplift Education maintains control. In essence, the Uplift Education Foundation works for the benefit of Uplift Education by engaging in development activities, investing development dollars on behalf of Uplift Education, and awarding scholarships and the like to scholars.</p> <p>The Uplift Education Foundation Board consists of Richard Frapart, President and Treasurer, Ryan Moss, Vice-President, and Melissa McNeil, Secretary.</p>	<p>Uplift Heights Healthcare Institute, as presented, by H. Montgomery, and seconded by R. Garcia, the Board unanimously approved the motion.</p> <p>Upon a motion to approve the resolution authorizing the TEA non-expansion amendment to relocate Uplift Williams Preparatory Primary School (CDN 057803-112) Pre-Kindergarten from its second site at Uplift Triumph Preparatory Primary School (CDN 057803-106), located at 9411 Hargrove, Dallas, Texas, 75220, to Uplift Williams Preparatory Primary School, located at 1750 Viceroy Dr., Dallas, TX, 75235, as presented, by H. Montgomery, and seconded by P. Davies, the Board unanimously approved the motion.</p> <p>Upon a motion to approve the Memorandum of Understanding with the Uplift Education Foundation, as presented, by H. Montgomery, and seconded by L. Melville, the Board unanimously approved the motion.</p>
VIII. Closed Session	<p>At 5:32 p.m., the Board retired to closed session to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee, pursuant to Texas Government Code 551.074.</p> <p>At 5:58 p.m., the Board returned to open session. No decision or action was taken by the Board in closed session.</p>	

IX. Adjournment	There being no further business before the before, C. Clark adjourned the meeting at 5:59 p.m.	
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Respectfully submitted by Alexander S. Berk, Secretary of the Board of Trustees of Uplift Education.