

Uplift Education Regular Board Meeting Minutes

Tuesday, October 26, 2021, 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: 4:33 p.m.

Adjourned: 6:11 p.m.

Executive Committee Members Present:

1. Richard Frapart
2. Cullum Clark
3. Dawn Davidson
4. Cameron Johnson
5. Andre McEwing
6. Lael Melville
7. John McPherson
8. Michael Stack
9. John Beckert
10. James Stanton - Virtual
11. Ryan Moss - Virtual

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>	<i>ACTIONS</i>
I. Call to Order and Announcements	R. Frapart welcomed the Board to the meeting and took attendance. A quorum being present, the meeting was called to order at 4:33 p.m. Y. Bhatia made an announcement regarding the annual fund.	
II. Community Forum	No persons were present to speak during the community forum.	
III. Information Items	<p>Annual ESL Board Update and Summer School Recap – Stephanie Aughinbaugh, Senior Director of Academic Support.</p> <p>S. Aughinbaugh provided an annual presentation on ESL, which included a review of the following: a review of the two ESL models: (1) content-based model and (2) pull-out model; LEP demographics, scholar results – language proficiency; scholar MAP results of all scholars versus Els; progress in areas from the 20-21 SY; a review of program changes and additions for the 21-22 SY.</p> <p>Update on the Performance of Uplift's Fort Worth Schools – Yasmin Bhatia, CEO, and Dr. Remy Washington, President.</p> <p>Y. Bhatia provided an overview of the performance of Uplift's Fort Worth schools.</p> <ul style="list-style-type: none">• Withdrawals are slightly less than the previous two years. We saw a spike at Ascend, Crescendo and Elevate.	

- a. While many were due to moving and COVID, we saw some spikes from carline and communication.
 - b. We have unique carline situations at Ascend and Elevate with one lane roads that access the respective sites. We also had two Operations Directors transition from these schools at the start of the year, and we are working hard on improving communication.
- Monthly POSSIP family pulse surveys given to families is helping to understand parent sentiment and get ahead of potential withdrawals.
 - a. We are pleased to see the positive impact at Meridian, Crescendo, and our 2 new high schools (Elevate + Ascend). We are supporting Uplift Elevate PS/MS with its communication strategy.
- We are pleased with our staff satisfaction results from Gallup given the complexity of the year and are excited to see the strong starts at our three new schools
- From an academic standpoint, we are happy to see Crescendo pop as a new school and are adding additional supports at Ascend based on the primary academic results from our quarterly CA data. We also recently launched “Fast Forward Fort Worth” which is a centrally run effort to coordinate all supports at our FW schools to accelerate academic progress.

Y. Bhatia also provided data on withdrawals, POSSIP surveys, the September 2021 Gallup poll, and school rankings.

Creation of the Uplift Fort Worth Advisory Council – Yasmin Bhatia, CEO.

Y. Bhatia next discussed the recommended creation of an Uplift Fort Worth Advisory Board.

Rational included the following: Uplift Fort Worth schools make up ~22% of our scholar enrollment and include our newest schools to the network and our lowest performing school; we have minimal Fort Worth representation on our Uplift board (~less than 10%); Fort Worth is its own distinct large city with real geographic separation from Dallas (~45 minute drive, 13th largest city in the U.S.); as new charter networks enter Fort Worth, they have more on the ground, local community leader/board representation than Uplift; and, having a Fort Worth Advisory Board also allows the Uplift board to put stronger

accountability on management team for region's performance

The Uplift Fort Worth Advisory Board would not be a CAC, but would rather meet with the Uplift executive team that would occur at CMO. There would be no meetings with school leaders, nor any campus effort support.

The Uplift Fort Worth Advisory Board structure would include the following:

- Officially be one of the Uplift Board committees which is allowed for under current bylaws
- Chair of Uplift FW Advisory Board is member of Board Executive Committee
- Vice Chair would be selected to grow future successor for Chair of FW Advisory Board
- 4-5 other members which would include diverse leaders in the community, corporate, and philanthropic areas; all from FW and highly visible/recognized by others
- Uplift FW Advisory Board members could be either Trustees of Uplift Board or non-board members (similar to other Uplift board committees); Trustees must be approved by Governance committee
- Uplift FW Advisory Board would meet 4 times/year; Chair and Vice Chair would attend Uplift Board meetings

The role of the Uplift FW Advisory Board would include the following:

- Receive regular updates on the following topics related to Uplift FW schools:
 - Enrollment vs. budget
 - Academic performance
 - Staff retention/ satisfaction
 - Parent satisfaction/ feedback
- Provide guidance and feedback to the Executive team on Uplift FW presence and performance

	<ul style="list-style-type: none"> ■ Connect Uplift to other community efforts in Fort Worth ■ Attend/ support Uplift's FW regional events ■ Provide recommendations/ updates to the Uplift Board regarding Uplift FW schools <p>Y. Bhatia ended the presentation with a review of next steps.</p> <p>a. ACTION ITEM: Consider and take action on the resolution approving the creation of the Uplift Fort Worth Advisory Council.</p> <p>R. Frapart asked if Board had a motion to approve the resolution creating the new Uplift Fort Worth Advisory Council, as presented.</p> <p>Budget Approval for Fiscal Year 2022 – Jim Jahnke, CFO.</p> <p>J. Jahnke provided financials to the Board and the proposed budget for fiscal year 2022. This included:</p> <p>For revenues, an adopted budget of \$293,148 m, an October amended budget of \$284,203 m, with a variance of \$8,945 m. For total expenses, an adopted budget of \$278,024 m, an October amended budget of \$270,451 m, with a variance of \$7,573 m.</p> <p>b. ACTION ITEM: Consider and take action on approving the budget for fiscal year 2022.</p> <p>R. Frapart asked if the Board had a motion to approve the fiscal year 2022 budget, as presented.</p>	<p>Upon motion made by A. McEwing, and seconded by J. Beckert, the Board unanimously voted to approve the resolution approving the creation of the Uplift Fort Worth Advisory Council, as presented.</p> <p>Upon motion made by M. Stack, and seconded by C. Clark, the Board unanimously voted to approve the fiscal year 2022 budget, as presented.</p>
V. CLOSED Session	<p>At 5:14 p.m., R. Frapart retired the Board to closed session pursuant to 551.072 of the Texas Government Code to conduct a private consultation with its attorney, pursuant to Texas Government Code 551.071, and 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 6:11 p.m., the Board returned to OPEN session. R. Frapart noted the same quorum of the Board was present and that no action or decision was made during CLOSED session.</p>	
VI. Action Item - Consider and take	<p>Anne E. provided a review of the recommended CEO compensation and benefits plan, which included the following:</p>	<p>Upon motion made by J. McPherson, and seconded by L. Melville, the Board unanimously voted to approve</p>

action on CEO compensation and benefits plan	<ul style="list-style-type: none"> • Salary of \$300,000 • Rewarding Tenacity Bonus • CEO bonus at Board discretion of \$27,500.00 • Car allowance of \$12,000.00/annually • Cell phone stipend of \$100/month • Commitment to return incentive of \$2,500.00 <p>R. Frapart asked if the Board had a motion to approve the CEO compensation and benefits plan, as presented.</p>	the CEO compensation and benefits plan, as presented.
VII. Adjournment	There being no further business before the Board, R. Frapart adjourned the meeting at 6:11 p.m.	

Respectfully submitted by Alexander S. Berk, Secretary.