

Uplift Education Board Meeting Minutes

Tuesday, May 28, 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: 4:32 p.m.

Adjourned: 5:52 p.m.

Executive Committee Members Present:

1. Cullum Clark, Chair
2. Dr. Lael Melville, Vice Chair
3. John Beckert
4. Ricky Garcia
5. Rusty Jagers
6. John McPherson
7. Harold Montgomery
8. James Stanton
9. Christine VanDeVelde (virtual)

<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 4:32 p.m.	
II. Community Forum	The Community Forum action item was managed by Y. Bhatia who reported there were no community speakers signed up to speak.	
III. Mission Moment	For the Mission Moment, Y. Bhatia presented and reflected on Uplift's Senior Decision Day. Noted was the following: <ul style="list-style-type: none">• 1,024 Seniors.• \$120M in scholarships.• Acceptances to over 450 different schools.• 4 scholars accepted into Ivy League schools	
IV. Presentation of Summary of Findings of State Intruder Detection Audit	This business item was presented on by A. Tolleson, Regional Director of Operation. A. Tolleson provided the following information: <ul style="list-style-type: none">• All 21 campuses had their weekly door sweep documentation complete and up to date.• Auditors were unable to gain access at any campus through their attempts to enter.• Uplift Ascend had 2 locked door that were not fully latched shut – the auditor sited humidity/air pressure as the cause. The campus team has received additional training to ensure staff are double-checking that doors latch shut behind them.	
V. Governance Committee Update	R. Jagers, Governance Committee Chair, presented the Governance Committee Update. This included the following: <ul style="list-style-type: none">• Each board member is encouraged to serve on at least 1 Board committee and to rotate over time (though not required) to build broader exposure to Uplift.• After tonight's board meeting, each board member will receive a survey confirming the committee(s) you would like to be on for the 2024-25 school year.	

	<ul style="list-style-type: none"> • There is a specific need to add more board members to our Development Committee. • As a reminder, the following comprise the board committees: <ul style="list-style-type: none"> ○ Advocacy. ○ Audit. ○ Development. ○ Finance & Strategic Planning. ○ Fort Worth Advisory Board. ○ Governance. ○ Real Estate (not currently active). ○ School Engagement. 	
VI. Finance and Enrollment Update	<p>The Finance Update was provided by L. Berlin and included the following information:</p> <ul style="list-style-type: none"> • FY24 updated forecast, including revenues and expenses. • FY25 budget forecast. • Financial Overview: <ul style="list-style-type: none"> ○ One time teacher retention pay out (~\$2M): <ul style="list-style-type: none"> ▪ Bridging the gap of no teacher salary band changes for 2025 SY by paying out a one-time retention stipend in 2024SY. ▪ \$1,000 for Teachers and Intervention Specialists, \$500 for TAs/Reach Associates/Permanent Subs, \$1,500 for SPED Teachers, \$750 for SPED TAs. ▪ Communication rollout in progress. ▪ Payout will occur in October (must be employed by Uplift at that time to receive). ○ We have a plan to deliver 2025 budget with contingency, minimal impact to scholar outcomes, and ensuring financial covenants (1.1 DSR & 60+ days cash on hand): <ul style="list-style-type: none"> ▪ Repurposing [\$13.3 million] of ESSER funds from 24SY uses to Q1 of 25SY. ▪ For budget and planning purposes, plan debt service coverage threshold to 1.15 vs. 1.22 historically (relative to the covenant of 1.1). ▪ Increased private funding and optimized utilization of federal funds to help close the gap. ○ Maintaining intensive focus on the importance of enrollment and attendance: <ul style="list-style-type: none"> ▪ Schools have staffing and discretionary budget incentives and penalties (potential for added staffing + \$5K general discretionary increase + \$100 per scholar if exceed targets or if below thresholds a decrease in staffing + \$100 per scholar decrease). ○ Still on target to submit 25SY budget to the state in by June 30th deadline: <ul style="list-style-type: none"> ▪ We will continue to fine tune analysis based on current year results. ▪ June 11th committee meeting. ▪ Vote budget into action next Board of Directors meeting, June 18th <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 = 22,200. ○ Day Before School, 24-25 = 26,751. ○ Full House, 24-25 = 25,385. 	

	<ul style="list-style-type: none"> • Path to 24-25 enrollment. • Raising expectations enrollment campaign. • Marketing update – Revised media strategy. • Recruiting and enrollment update. <p>The board discussed trends on why families don't accept spots when offered.</p>	
VII. Development Update	<p>The Development (External Affairs) Update was provided by D. Bigham and included the following information:</p> <ul style="list-style-type: none"> • Review of PR wins in media. • Development report and discussion of how the board can support. • Capital projects update: <ul style="list-style-type: none"> ○ General update. ○ PreK. ○ Athletic complex. ○ Leveraging the athletic complex to support enrollment. • Dinner & Dialogue review and needed board support. • Summer focus, including: <ul style="list-style-type: none"> ○ Individual Giving: <ul style="list-style-type: none"> ▪ Shore up database and online giving page. ▪ Set up workflow for CRM for various categories of donors. ▪ Fully build stewardship plan for individual donors. ▪ Annual plan strategies for: Annual Fund and Dinner & Dialogue. ▪ Market/sell sponsorships and tables for Dinner & Dialogue. ○ Foundation Giving: <ul style="list-style-type: none"> ▪ Digitize all past grants and upload contracts to database. ▪ Build annual reporting calendar. ▪ Build prospect funnels for: capital campaign, SEL, RTCC, general education. ▪ Stewardship plan for foundations. ○ Corporate Donors: <ul style="list-style-type: none"> ▪ Build corporate strategy plan including volunteer opportunities and financial gift guidance. ▪ Build corporate prospect funnel for: Dinner & Dialogue and Uplift programs. <p>The board discussed ways to get the Hampton community to rally to give smaller gifts to help with athletic complex.</p>	
VIII. Presentation on Revised Grading Policy	<p>The Schools Team provided the presentation on the Revised Grading Policy, which includes the Revised Credit Policy.</p> <p>Revised Credit Policy:</p> <ul style="list-style-type: none"> • Rationale: <ul style="list-style-type: none"> ○ Credit policy should be reviewed annually to determine if any updates are needed. ○ Since the last review of our current policy, much has changed: <ul style="list-style-type: none"> ▪ Texas HS graduation requirements. ▪ Increased # of online, homeschool, and international transfer students. 	

	<ul style="list-style-type: none"> ▪ Summer school structure & promotion/retention guidance. ○ We'll review a summary of updates to the current credit policy. • Discussion points: <ul style="list-style-type: none"> ○ High School Graduation Requirements. ○ Credit Recovery and Summer School. ○ Transfer Credits. ○ Credit by Examination. ○ Promotion and Retention. <p>Revised 6-12 Grading Policy:</p> <ul style="list-style-type: none"> • Summary of Revisions: <ul style="list-style-type: none"> ○ Mission & Equity Vision Statement (new). ○ Assessment and Grading Philosophy (updated). ○ Gradebook Guidelines (updated). ○ Grading Scale and Grade Point Scale (updated). ○ MYP and DP Grade Reporting Scale (new). ○ Calculation of Semester Grades (new). ○ Academic Integrity (updated). ○ Campus Supplements to Network Grading and Assessment Policy (new). <p><u>ACTION ITEM:</u> Consider and take action on approving revised Grading Policy as presented.</p>	<p>Upon a motion to approve the revised Grading and Credit Policy, as presented, by H. Montgomery, and seconded by L. Melville, the board unanimously approved the motion.</p>
IX. Administrative Action Items	<p>The Administrative Action Items were presented on by Y. Bhatia and included the following:</p> <p><u>ACTION ITEM:</u> Consider and take action on approving minutes from the April 30, 2024 Board Meeting.</p> <p><u>ACTION ITEM:</u> Consider and take action on approving a TEA low attendance day waiver for the Uplift Education network (057803) for April 8, 2024, the day of the total solar eclipse.</p> <p>On April 8th – the day of the total solar eclipse – our network-wide average attendance was 66.9%. By comparison, our network-wide average attendance last school year on April 8th, 2023, was 92.9%. TEA has informed us that it will approve a low attendance day waiver for April 8th so long as our network attendance average was at least 10 percentage points below the last school year's overall average attendance, which it clearly was.</p> <p><u>ACTION ITEM:</u> Consider and take action on approving a TEA missed school day waiver for Uplift Wisdom Preparatory PS (057803-116), Uplift Wisdom Preparatory MS (057803-015), and Uplift Wisdom Preparatory HS (057803-019), for October 4th and 5th, 2024.</p> <p>On October 4th and 5th, 2024, Uplift Wisdom was forced to close campus-wide due to a main water line break. Because as a network we had to use our two scheduled bad weather make-up days for the Rangers parade and a bad-weather day, we are filing a missed school day waiver for Uplift Wisdom so the two days closed will not count against us reaching the required 180 days of instruction.</p>	<p>Upon a motion to approve the April 30, 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 TEA low attendance day waiver for the Uplift Education network (057803) for April 8, 2024, as presented, by H. Montgomery, and seconded by R. Garcia, the board unanimously approved the motion.</p> <p>Upon a motion to approve the TEA missed school day waiver for Uplift Wisdom Preparatory PS, Uplift Wisdom Preparatory MS, and Uplift Wisdom Preparatory HS, for October 4th and 5th, 2024, by H. Montgomery, and seconded by L. Melville, the board unanimously approved the motion.</p>

X. Closed Session	<p>At 5:19 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 pursuant to Texas Government Code 551.074, and to conduct a private consultation with its attorney pursuant to Texas Government Code 551.071.</p> <p>At 5:50 p.m., the board returned to open session. No decision or action was taken by the board in closed session.</p>	
XI. Adjournment	<p>There being no further business before the before, C. Clark adjourned the meeting at 5:52 p.m.</p>	

Respectfully submitted by Alexander S. Berk, Secretary of the Board of Trustees of Uplift Education.