Uplift Education Board Meeting  
Tuesday, October 30th, 2018 at 4:30 p.m.  
Location: CMO – 1st Floor Meeting Room  
1825 Market Center Blvd., Dallas, TX 75207

Called to Order: 4:35 p.m.  
Uplift Board Members Present *:

Adjourned: 6:16 p.m.

1. Ryan Moss  
2. Richard Frapart  
3. Ardo Fuentes  
4. Dawn Mann  
5. Josh Terry  
6. Ed Tauriac  
7. Cathy Estrada  
8. Andre McEwing  
9. James Stanton  
10. George Conant  
11. Carol Proffer  
12. Kenneth Govan  
13. Lael Melville  
14. Michielle Benson  
15. Carey Carter  
16. Cathleen Crews  
17. Donell Wiggins  
18. Adam Cox  
19. Michael Stack

*Voting members: Bold

Uplift Staff Present:  
1. Yasmin Bhatia  
2. Stacey Lawrence  
3. Alex Berk  
4. Rich Harrison  
5. Deborah Bigham  
6. Kristi Erickson  
7. Johnny Deas  
8. Erin Francis  
9. Rebecca Lane  
10. Bonnie Taylor  
11. Eric Dominguez  
12. Remy Washington  
13. Tony Walker  
14. Jacob Stainbrook  
15. Daniel Grey  
16. Dennis Vasquez  
17. Kaitlin McDermott  
18. Priscilla Collins-Pharms  
19. Cassie Hubbert

Guests Present:  
1. Melissa McNeil

20. Jim Jahnke  
21. Kecia Clark  
22. Hannah Mensah  
23. Brian Abramowitz
I. Call to Order

And Announcements

A quorum being present, the meeting was called to order at 4:35 p.m. by the chair, R. Moss.

II. Minutes

The minutes from the September 14, 2018 Board retreat were considered for approval.

The minutes from the October 26, 2018 special meeting of the Board were considered for approval.

A. Uplift Program Spotlight. Y. Bhatia provided background and context of the Continuous Learner Grant. B. Abramowitz presented on his professional development award for 5 years of service. For the professional development, he traveled to the Amazon Rainforest and explored the region and taught with approximately 30 other teachers in the area of science and environmental value systems. He included a discussion of how he incorporates the experience into his IB classroom. Y. Bhatia noted that Uplift assigned the $63K in donations from North Texas Giving day to continuing education for staff such as the experience A. Abramowitz had.

B. Special Education update. A. Enright was ill and not available for the Board meeting so the presentation was postponed.

C. Finance Update. S. Lawrence provided the finance update. Current enrollment numbers should be expected to dip up to 200 by the end of the year. Attendance is at 97.1%. S. Lawrence discussed enrollment by division, cash flow forecast vs. actual, year-to-date budget vs. actual, key cash and liquidity metrics, and position inventory and fill rate.

D. Academic Update.

a. R. Harrison first led a panel discussion on Uplift’s primary literacy model. Panelists

Upon motion made by A. Fuentes and seconded by E. Tauriac, the Board unanimously approved the September 14, 2018 minutes from the Board retreat as presented.

Upon motion made by R. Frapart and seconded by A. Fuentes, the Board unanimously approved the October 26 minutes from the special meeting of the Board as presented.

Upon motion made by A. Fuentes and seconded by E. Tauriac, the Board unanimously approved the September 14, 2018 minutes from the Board retreat as presented.
included Kecia Clark, Director of Hampton Primary, Hannah Mensah, Director of Triumph Primary, and Managing Director Priscilla Collins-Pharms. After the panel, the Board of Trustees divided into working groups. The Board of Governors stayed in one group.

b. B. Taylor and D. Vasquez discussed Targeted Improvement Plans for IR schools as required by the Texas Administrative Code. They made clear that campus directors are part of the planning process, but that high-level requirements are State mandated.

c. A. Cox and Y. Bhatia provided an update on the Bain pro bono project that is focused on career strategy. The Bain pro bono team is currently working at the CMO Dallas office and will be for approximately 3 months.

**IV. Information Items**

**Advocacy Update.** D. Bigham introduced E. Dominguez to the Board. C. Clark was not able to attend the meeting. E. Dominguez reviewed legislative priorities, “Board buddies,” and provided strategies for engagement, and provided the dates and times for Institutional Advancement Committee meetings.

**VI. Action Items**

Consider and take action on Chief Executive Officer salary. K. Erickson summarized the recommendation from Administration on the CEO salary. The recommendation is a salary of $250K, which is consistent with similarly situated open-enrollment networks, and on the lower-end therein.

Consider and take action on resolution approving new Admissions and Enrollment policy. A. Berk presented the resolution and purpose to the Board.

Upon motion made by J. Terry and seconded by E. Tauriac, the Board unanimously approved a CEO salary of $250K as recommended.

Upon motion made by D. Mann and seconded by J. Terry, the Board unanimously approved the resolution approving the new Admissions and
The discussion on a revised Employee Grievance policy and Discrimination, Harassment, and Retaliation policy was postponed.

The discussion and vote on annual special education policies was postponed.

<table>
<thead>
<tr>
<th>VI. Community Open Forum.</th>
<th>There were no community members present.</th>
<th>Enrollment policy as presented.</th>
</tr>
</thead>
<tbody>
<tr>
<td>VII. Adjournment</td>
<td>There being no further business to come before the Board, the meeting was adjourned at 6:16 p.m.</td>
<td></td>
</tr>
</tbody>
</table>

Respectfully submitted, Alexander S. Berk, Secretary.