Uplift Education Special Board Meeting  
Friday, May 3rd at 10:00 a.m.  
Location: Uplift Education Central Management Office – Stanford Conference Room  
1825 Market Center Blvd., Dallas, TX, 75207

Called to Order: 10:10 a.m.  
Uplift Board Members Present *:
1. Ryan Moss  
2. Ed Tauriac  
3. Cameron Johnson  
4. Josh Terry  
5. Ardo Fuentes

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<th>TOPIC</th>
<th>DISCUSSION/CONCLUSIONS</th>
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<td>I. Call to Order And Announcements</td>
<td>A quorum being present, the meeting was called to order at 10:10 a.m. by the chair, R. Moss. R. Moss welcomed all attendees to the meeting.</td>
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| II. Level III Employee Grievance Hearing of Tatiana Hurtado | Attendees present included the following:  
- Alex Berk, Chief Legal Officer  
- Alan Tolleson, Regional Director of Operations  
- Edith Lopez, Operations Director  
- Naomi Harper, Manager of Compliance and Legal Affairs  
- Gaylon Curry, Director of Employee Relations  
- Erin Francis, Videographer  
Tatiana Hurtado, the Grievant, failed to be present for the hearing.  
Administration Presentation. Administration stated the following:  
- By letter dated February 13, 2019, T. Hurtado was terminated for violation of company policies.  
- It was determined that on February 7, 2019 a scholar arrived at school smelling like marijuana. T. Hurtado had the scholar remove his clothing and provided him with clean clothing she received from a colleague. T. Hurtado then kept the clothing that smelled like marijuana in a bag in her office. She did not report the incident to campus administration. Only after being pressed did she provide the clothing. The clothing consisted of a jacket, hoodie, and shirt. T. Hurtado confirmed her actions in the subsequent investigation.  
- When asked why the Grievant would behave in such a manner, Administration stated her reason was that the Middle School Director did it, so she did too.  
R. Moss asked for a motion.  
Upon motion made by R. Moss and seconded by E. Tauriac, the Board unanimously denied the grievance appeal of Tatiana Hurtado.  
At 10:19 a.m., R. Moss adjourned the first hearing. |

Respectfully submitted, Alexander S. Berk, Secretary.