A virtual meeting of the Board of Uplift Education was held on the date and time listed above. Pursuant to Governor Abbott’s March 16, 2020 Order approving a request by the Office of the Attorney General to temporarily suspend a limited number of open meeting laws in response to the Coronavirus (COVID-19) disaster, governmental bodies may conduct meetings by telephone or video conference to advance the public health goal of limiting face-to-face meetings (also called “social distancing”) to slow the spread of the Coronavirus (COVID-19). In compliance with Governor Abbott’s order, and in furtherance of the public health goal of limiting face-to-face meetings, this meeting was held by videoconference.

Access online was through TEAMS and the agenda provided the following access information:

1. [https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZDY1ZDk2OWQtY2QyYi00YjdiLWE0YzMtMzMzMyNzY1ZDZkYWQ0%40thread.v2/0?context=%7b%22Tid%22%3a%22c1136be9-3a18-45ff-8099-b182bfd6890c%22%2c%22Oid%22%3a%2226d7a1b6-9be1-4fdc-9c72-d7278ededa4%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZDY1ZDk2OWQtY2QyYi00YjdiLWE0YzMtMzMzMyNzY1ZDZkYWQ0%40thread.v2/0?context=%7b%22Tid%22%3a%22c1136be9-3a18-45ff-8099-b182bfd6890c%22%2c%22Oid%22%3a%2226d7a1b6-9be1-4fdc-9c72-d7278ededa4%22%7d)
2. For access by phone: +1 469-340-0751; conference ID: 785 906 330#

Called to Order: 4:36 p.m.

Adjourned: 5:34 p.m.

Board Members Present:
1. John Beckert – Non-Voting Member
2. Cullum Clark
3. Richard Frapart
4. Cameron Johnson
5. John McPherson
6. Lael Melville
7. Michael Stack
8. James Stanton
9. Ed Tauriac

<table>
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<tr>
<th>TOPIC</th>
<th>DISCUSSION/CONCLUSIONS</th>
<th>ACTIONS</th>
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<tr>
<td>I. Call to Order and Announcements</td>
<td>A quorum being present, the meeting was called to order at 4:36 p.m. by the chair. R. Frapart. R. Frapart welcomed the board to the meeting and took attendance and stated a quorum of the Board was present. The board took the agenda out-of-order and heard item III first.</td>
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<td>III. Update on Uplift Education’s response to COVID-19</td>
<td>Y. Bhatia provided an update on Uplift’s response to COVID-19 and covered the following topics:</td>
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<td>1. External Factors in Return to School:</td>
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<td>a. Currently County Judges have the right to prohibit “in-person” school instruction and only allow public schools to resume under a “remote learning only” model</td>
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<td>b. Governor has ability to issue an executive order removing County Judges’ ability to prohibit “in-person school”</td>
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<td>c. Uplift understands there are State leadership discussions taking place to</td>
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delay the start of the school year entirely, potentially until or past Labor Day
d. TEA is giving districts flexibility the first 3 weeks of school to be creative in how scholars are welcomed back - e.g., staggered return dates, half-days, virtual only (but must offer in-person if student doesn’t have device or internet), etc.

2. Uplift’s Guiding Principals in Planning:
   a. Uplift is staying optimistic, nimble, and transparent with our stakeholders and in our planning.
   b. Uplift is being resilient and focused in preparing for the upcoming school year - whenever it might be - we are not “waiting” for guidance but of course will be responsive as we receive it.
   c. Uplift is obsessing over safety and identifying every opportunity we can leverage to minimize risks in our schools.
   d. Uplift knows training matters and that it will build confidence in our staff and have found creative ways to find more time for training our team.
   e. Uplift has created intentional time blocks the first few weeks of school to invest in the emotional well-being of our scholars and build strong teacher-scholar relationships.
   f. Uplift has designated all 3 of our learning options for academic excellence. We can’t “phone it in” this school year because of COVID. Our scholars deserve to get a great education.

3. Uplift’s 3 Learning Options for Families:
   a. Uplift families can choose between 3 learning options. They can keep or change their option before the start of each academic grading quarter.
      i. In-person 5 days/week
      ii. Virtual 5 days/week
      iii. Hybrid (2 days/week in-person at school and 3 days/week virtual from home)
   b. We launched the survey on July 6th for families to make their choices. We have heard from ~18,000+ families so far with the below results:
      i. 32% want in-person for their scholar
      ii. 51% want all virtual for their scholar
      iii. 17% want hybrid option for their scholar
   c. We are leveraging designated teachers from each Uplift school to serve as “call
leaders” this week and collect choices from remaining ~3,000 families. “Call leaders” have received virtual training to support their efforts.

4. Uplift’s Plan for Phased Re-Opening:
   a. As we plan for our re-opening, we wanted to be intentional about how we welcome back scholars and staff
      i. Make sure we had enough professional development (training) time so teachers are confident in our safety procedures
      ii. Recognize that both scholars and staff may need time to adjust back to a formal school setting
      iii. Build stamina for scholars and staff to wear PPE for the entire day
      iv. Ensure a solid foundation for the start of the school year from an academic standpoint
   b. Our phased re-opening plan includes:
      i. Week 1 (week of August 10th)- Half days + only 2 days of formal learning (in-person or virtual) that week
      ii. Week 2 (week of August 17th)- Half days + normal “in-person” scholar counts on each day
      iii. Week 3 (week of August 24th)- Full days + normal “in-person” scholar counts on each day
      iv. “Extra time” in the afternoons for the first two weeks will be used for additional teacher and leader professional development training time

5. Plan to Mitigate Risk for Scholars In-Person
   a. Purchased PPE (masks + shields) for all staff and scholars; purchased plexiglass “partitions” for teachers
   b. Increased our cleaning protocols and frequency
   c. Replacing traditional water fountains with refillable water bottles
   d. Leveraging our advanced air filtration system and upgrading our air filters to the highest quality possible
   e. Requiring health screens + temperature checks before entry to school for scholars and staff
   f. Encouraging all staff and scholars to “stay at home” when sick
   g. Prohibiting large gatherings, assemblies, field trips, community events, etc.
h. Keeping scholars in “pods” in the same classroom, including during lunch
i. Created detailed health guidance on a variety of potential health situations for leaders/teachers

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<th>II. Administrative Action Items</th>
<th>Upon motion by L. Melville to approve the 20-21 academic calendar as presented, and seconded by J. Stanton, the board unanimously voted to approve the motion.</th>
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<td>The board addressed the following action items:</td>
<td>Upon motion by C. Clark to approve the revised Campus and CMO Visitor and Visitation Policy as presented, and seconded by J. McPherson, the board unanimously voted to approve the motion.</td>
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<td>1. <strong>20-21 Academic Calendar</strong>: Administration is recommending adding Additional School Days Funding (ADSY) school days to the calendar. ADSY is a program currently for primary schools only and ten of our primary schools have opted-in. The ADSY program provides additional funding per scholar so long as the Uplift calendar has at least 75,600 minutes AND 180 school days. ADSY provides funding beyond those requirements and administration’s recommended change to the academic calendar is to meet those requirements.</td>
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<td>2. <strong>Revised Grading Policy</strong>: TEA requires a grading policy that aligns remote instruction and in-person instruction. Administration will be bringing a recommended policy at a later board meeting for consideration.</td>
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<td>3. <strong>Title IX Policies</strong>: There have been significant changes to Title IX and the requirements therein. Administration is still processing the information and will be bringing a new recommended Title IX policy to a later board meeting for consideration.</td>
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<td>4. <strong>New Uniform and Dress Code Policy</strong>: This policy was first written when TEA was giving parents choice about face coverings. Now with the Governor’s order all staff and scholars are required to wear face coverings. In TEA’s updated guidance, districts can also require face coverings if/when the Governor’s executive order ends. Hence, our policy requires face coverings be worn by all 1st grade and above scholars when on-campus, and parents who disagree, regardless of the reason, are required to enroll their scholars in remote instruction. It also states that Uplift is providing each scholar with a mask and face shield to assist families. Other specific dress code requirements are still left to campuses to decide.</td>
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<td>5. <strong>Revised Campus and CMO Visitor and Visitation Policy</strong>: This revised policy sets out new requirements for third party visits to campuses, classrooms, and CMO, and includes such things as sign-in, drivers’ license processing, approval by teachers and ADs for classroom viewing, and legally required language addressing sex</td>
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offenders that significantly limits their ability to be on campus or at CMO (if a parent or guardian) or prohibits it (if a third-party). For COVID-19 purposes, the policy recommends to the extent possible holding all meetings and conferences remotely.

6. **Resolution - Closing Site #2 Under School Number 057-803-106 (Triumph):** Several years ago, Uplift formally created with TEA a second site under Uplift Triumph’s campus number for off-site Pre-K. After creation of the second site, Uplift determined not to operate it because Pre-K is run on-site at Uplift Triumph and TEA has asked we submit a non-expansion amendment returning the number.

7. **TEA CPR Instruction Requirements waiver:** All scholars are required to receive CPR instruction (not necessarily certification) at least once at some point between grades 7 and 12 in order to graduate. TEA is offering a waiver from this requirement for scholars who had not yet received the instruction and graduated in 2019-20.

8. **TEA Instructional Materials Inventory Requirement waiver:** Uplift is required to provide TEA with an inventory of all materials (textbooks, etc.) at the end of every school year. Given the difficulty of being able to take accurate counts due to closure and materials not yet being returned, TEA is offering a waiver from this requirement.

9. **TEA Armed Services Vocational Aptitude Battery Test (ASVABT) waiver:** Uplift is required to provide all scholars in grades 10 through 12 an opportunity to take the Armed Services Vocational Aptitude Battery (ASVAB) test or alternative test meeting the requirements of the law and consult with a military recruiter. Given closure during 2019-20, TEA is offering a waiver from this requirement.

10. **TEA Parent Notice Requirements for Students at Risk of Failure waiver:** Every year, Uplift is required to provide early notice to parents or guardians of scholars in grades 4 and 7 identified to be at risk of failure on the first administration of an assessment (i.e., STAAR) required for grade advancement in the next school year. Because schools are not able to meet this requirement, TEA is offering a waiver to delay the notice requirement until the start of the 20-21 school year.
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<th>VI. Community Forum</th>
<th>No persons signed up to speak during the community forum.</th>
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<td>VII. Adjournment</td>
<td>There being no further business before the Board, R. Frapart adjourned the meeting at 5:34 p.m.</td>
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Respectfully submitted, Alexander S. Berk, Secretary.

[Digital signature]

Digitally signed by Alexander Berk
DN: cn=Alexander Berk, o, ou,
email=ABerk@uplifteducation.org
g, c=US
Date: 2020.12.10 14:29:46 -06'00'