

## Uplift Education Board Meeting Minutes

Tuesday, August 29, 2023, 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: 6:02 p.m.

### Executive Committee Members Present:

1. Cullum Clark, Chair
2. John Beckert
3. Simon Chen
4. Ricky Garcia
5. Rusty Jagers - video
6. Cameron Johnson
7. Andre McEwing
8. John McPherson
9. Harold Montgomery
10. Pilar Davies
11. James Stanton
12. Christine VanDeVelde

<i>TOPIC</i>	<i>DISCUSSION/CONCLUSIONS</i>	<i>ACTIONS</i>
I. Call to Order and Announcements	<p>C. Clark welcomed the Board to the meeting and took attendance. A quorum being present, the meeting was called to order at 4:33 p.m.</p> <p>C. Clark welcomed new board members and provided remarks regarding the role of the board.</p>	
II. Community Forum	<p>Community speaker Myra Phillips was present and spoke during the Community Forum. Ms. Phillips is the parent of a primary school scholar at Uplift Elevate.</p>	
III. Mission Moment	<p>Y. Bhatia presented pictures and an update on the new Uplift Luna campus, which will open for scholars in January 2024 for the spring semester.</p>	
IV. Overview of New Scholarship Program	<p>Y. Bhatia presented on the new Learn &amp; Earn Scholarship Program, beginning this school year.</p> <p>The Program was created for several reasons:</p> <ul style="list-style-type: none"><li>• Encourage and reward scholars who stay with Uplift through their Senior year with a scholarship that supports their future goals towards College &amp; Career</li><li>• Encourage the academic and non-academic college readiness behaviors that set up a scholar for long-term success and also create stronger schools long-term</li><li>• Create a clear, differentiated benefit that scholars can't get at another school</li><li>• Create a meaningful incentive that also motivates increased parent engagement</li><li>• Adds to Uplift's portfolio of supports for Scholars beyond post-secondary to show our commitment to do more to help them reach their individual goals</li></ul> <p>How the Program works:</p>	

	<ul style="list-style-type: none"> <li>Starting the end of 5th grade, Uplift scholars can begin to earn “scholarship credits” for completing certain activities and achieving specific goals</li> <li>Scholars who stay through the end of their Senior year will receive their earned Uplift scholarship that will be paid out in July of their graduation year. The Scholarship can be used for any expense related to college or entering the work force</li> <li>Scholars who leave before the end of their Senior year will not be eligible for their earned Uplift scholarship</li> <li>Scholars do not need to achieve every metric. They will earn credits for each individual item that they achieve</li> <li>Parents and scholars will be able to see their earned credits in same system that they see grades and attendance</li> </ul> <p>An example of how the Program credits work for 9<sup>th</sup> grade was presented on, as well as how the Program is funded.</p> <p>The Board discussed the funding mechanism for the Program, how the Program is operationally tracked, and how the Program operationally functions.</p>	
V. Finance and Enrollment Update	<p>L. Berlin presented the Enrollment and Attendance dashboard.</p> <p>The Enrollment Update was provided by A. Martin and included a presentation on enrollment from DBOS (day before school), FDOS (first day of school), current attendance as of August 25, 2023, and a review of the budget from an attendance perspective.</p> <p>Key dates from FY24 that will inform the budget were reviewed.</p> <p>The Board discussed vouchers.</p>	
VI. Hiring Update	<p>The Hiring Update was provided by A. McCall and included the following:</p> <ul style="list-style-type: none"> <li>2023-23 hiring by the numbers <ul style="list-style-type: none"> <li>382 new employees have joined us since the first day staff reported back for the 2023-24 year (07/26/2023) with an additional 59 offered candidates in process <ul style="list-style-type: none"> <li>From the first day school year staff reported back 07/18/22 through 08/29/22 last year, we had 477 new hires join the organization</li> </ul> </li> <li>111 classrooms currently do not have a teacher <ul style="list-style-type: none"> <li>This is 13% of PS classrooms, 7% of MS classrooms, 5% of HS classrooms</li> <li>95% of these classrooms currently have a long-term sub assigned to cover</li> </ul> </li> </ul> </li> <li>High vacancy schools and separations</li> </ul> <p>The Board discussed teacher qualification requirements, how Uplift numbers compare with other local ISDs and charters, options and requirements with respect to substitutes, and alternative certification programs.</p>	
VII. Dinner & Dialogue Update	<p>Dinner &amp; Dialogue is being held Tuesday, September 26, 2023 at Union Station in Dallas.</p> <p>Co-Chairs are Dr. H. Michielle Benson and Rev. Dr. Lael Melville.</p> <p>The event will feature Shankar Vendantam of the Hidden Brain podcast.</p> <p>Status update on table and ticket sales:</p> <ul style="list-style-type: none"> <li>100% board participation</li> </ul>	

	<ul style="list-style-type: none"> <li>• \$366,000 raised to date (already exceeded LY event total raised \$302,540)</li> <li>• 43 tables sold (beat goal of 40 tables for this year and LY event total of 30 tables)</li> <li>• Room has capacity for 50 tables; goal is to sell 5 more tables with individual ticket sales</li> <li>• Introduced Alumni and Young Professionals Tables this year</li> </ul>	
VIII. Administrative Action Items	<p>Administrative Action Items were presented on by A. Berk and included the following:</p> <ul style="list-style-type: none"> <li>• Board minutes – June 20, 2023</li> </ul> <p>The June 20, 2023 minutes were introduced by A. Berk for approval. The Board was provided the minutes for review in their pre-read.</p> <p><b><u>ACTION ITEM:</u> Consider and take action on approving minutes from June 20, 2023, board meeting.</b></p> <ul style="list-style-type: none"> <li>• Resolution – Scholarship Program</li> </ul> <p>The resolution authorizing and approving the Learn &amp; Earn Scholarship Program was provided by A. Berk. A. Berk presented the following to the Board:</p> <ul style="list-style-type: none"> <li>• Uplift is legally prohibited from giving away taxpayer dollars when there is no public purpose or public benefit in return. This is called an improper gift of public funds. To account for it – and show that Uplift is not simply “gifting” our public dollars away on a certain project – the Board is asked to approve a resolution that explains the public purpose and public benefit of the program and that, ultimately, the Board controls the funds being used.</li> <li>• For purposes of the New Way to Learn &amp; Earn Scholarship Program, the resolution included in the Board’s pre-read makes clear the following: <ul style="list-style-type: none"> <li>○ Public Purpose: “Scholar education and encouraging and motivating scholars in academic achievement and scholar retention through graduation.”</li> <li>○ Public Benefit: “Support of and improvement to scholar education, academic achievement, scholar retention through graduation, and support of Uplift’s mission.”</li> <li>○ Board Control: “The Board will retain control over the expenditures for scholarships awarded pursuant to the “New Way to Learn &amp; Earn” scholarship program to ensure the public purpose is accomplished and a public benefit is received in return.”</li> </ul> </li> </ul> <p><b><u>ACTION ITEM:</u> Consider and take action on approving resolution authorizing funds for new scholarship program.</b></p>	<p>Upon a motion to approve the June 20, 2023 Board meeting minutes, as presented, by J. Beckert, and seconded by R. Garcia, the Board unanimously approved the motion.</p> <p>Upon a motion to approve the resolution authorizing funds for the new Learn &amp; Earn Scholarship Program, as presented, by H. Montgomery, and seconded by J. McPherson, the Board unanimously approved the motion.</p>
IX. Hear and Consider the Level Three Employee Grievance Appeal of Autumn Larbi	At the request of Ms. Larbi’s legal counsel, Ms. Larbi’s Level Three Grievance Hearing is being rescheduled to a later date.	
X. Hear and Consider the Expulsion Appeal of Scholar Z.B.	At the request of the family of Scholar Z.B., the expulsion appeal of Scholar Z.B. is being rescheduled to a later date.	

XI. Closed Session	The Board elected not to enter closed session.	
XII. Adjournment	There being no further business before the before, C. Clark adjourned the meeting at 6:02 p.m.	

Respectfully submitted by Alexander S. Berk, Secretary.