

Uplift Education Board Meeting Minutes

Tuesday, December 5th, 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: 4:31 p.m.

Adjourned: 6:24 p.m.

Executive Committee Members Present:

1. Cullum Clark, Chair
2. John Beckert
3. Simon Chen
4. Ricky Garcia
5. Rusty Jagers
6. Cameron Johnson
7. Andre McEwing
8. Harold Montgomery
9. Pilar Davies
10. James Stanton
11. 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 4:31 p.m.</p> <p>C. Clark welcomed Ms. Rose Hawkins, parent, to the Board of Trustees.</p>	
II. Community Forum	<p>There were no community speakers signed-up to speak.</p>	
III. Mission Moment	<p>R. Washington presented on the new 14.85M healthcare grant and discussed high-level aspects of the program to be created through the grant dollars. It is the largest single gift to Uplift Education in our history.</p>	
IV. Presentation on the 2024-2025 School Year Calendar	<p>R. Washington presented on the recommended 2024-2025 school year calendar and discussed the rationale for determining the start date, vacation dates, etc., and that survey results helped inform those decision. Two significant changes to the 2024-2025 calendar include: (1) the start date has been moved-up in August to better align with traditional ISDs, and (2) Good Friday is now a vacation day. For the 2025-2026 calendar, a goal will be to include more staff professional learning days.</p> <p><u>ACTION ITEM:</u> Consider and take action on approving the Uplift 2024-2025 school year calendar.</p>	<p>Upon a motion to approve the 2024-2025 school year calendar, as presented, by H. Montgomery, and seconded by J. Beckert, the Board unanimously approved the motion.</p>
	<p>D. Gray presented the RTCC update, which included the following information:</p> <ul style="list-style-type: none">• Executive summary covering the following:<ul style="list-style-type: none">○ At Uplift, we still value a college degree and continue to see students doing the same<ul style="list-style-type: none">▪ Though the value of 4-year college degrees seems to be dropping Nationally, at Uplift, we're seeing more of our scholars select and attend 4-year colleges; deep recognition of the return of a 4-year degree and the long-term benefits▪ As a way to combat mistrust, colleges have started to offer shorter term programs to assist in enrollment.	

<p>V. Road to College and Career (RTCC) Update</p>	<p>Uplift alumni are seeing the value in these shorter term programs, but are continuing to enroll in 4 and 2 year college programs at pre-pandemic levels</p> <ul style="list-style-type: none"> ○ As Alumni add variety to their postsecondary choices, our counseling continues to adjust <ul style="list-style-type: none"> ▪ More integrated postsecondary pathway support for Uplift high school scholars ▪ Developing deeper relationships with Uplift seniors while still in high school to support college and career choices • Still value a college degree <ul style="list-style-type: none"> ○ National lost of trust in “value of college.” ○ Doubled down college readiness and value of 4-year degree. • Discussion of the Scholar experience with respect to 4-year colleges, industry training programs, and 2-year colleges, with emphasis on graduation rates and salary rates. • Two major challenges for Scholars: (1) “melting” and (2) scholar concern about debt load pushing Scholars to a less expensive school or to forgo college altogether. • Impact of rising college costs. • Strategies to combat “melting.” <p>The Board discussed scholarships, success at junior colleges, 8% graduation rate at 2-year colleges, college advising services, and the success scholars may have moving from a 2-year to 4-year college.</p>	
<p>VI. Finance and Enrollment Update</p>	<p>L. Berlin and A. Martin presented the Finance and Enrollment Update, which included the following information:</p> <ul style="list-style-type: none"> • A review of the Finance Dashboard – enrollment, attendance, revenue, and expense. • Discussion regarding applications and that the Network is seeing a rebound in received applications to 2022-2023 numbers. We are 36% over our received applications numbers from last year at this same time. <p>The Board discussed vacancy numbers, the 36% increase in number of received applications, and a comparison of Dallas and Tarrant counties.</p>	
<p>VII. Development Update</p>	<p>D. Bigham presented the Development Update, which included the following information:</p> <ul style="list-style-type: none"> • A review of the purpose and aim of the Development team. • A review of the Development team organization chart, duties, and open roles. • A review of the goals of the Development team. • A fundraising report to date. • A review of the Dinner & Dialogue event, which raised \$528,846, and a call for hosts for the 2024 Dinner & Dialogue. 	
<p>VIII. Advocacy Update</p>	<p>Y. Bhatia presented the Advocacy Update, which included the following information:</p> <ul style="list-style-type: none"> • The fourth special session ended without a bill and we are waiting to hear whether the Governor will call a fifth special session. • Y. Bhatia, along with other large charter CEOs, will be issuing an op-Ed on the special sessions and the important issues therein to be published by news outlets. • Thanks to J. Stanton for all his work advocating for Uplift Education. <p>C. Clark welcomed Ms. Rose Hawkins to the meeting, introduced her to the Board, and thanked her for her service.</p>	

IX. Closed Session	<p>At 5:28 p.m., the Board retired to closed session to conduct a private consultation with its attorney, pursuant to Texas Government Code 551.071, and to deliberate the purchase, exchange, lease, or value of real property, pursuant to Texas Government Code 551.072.</p> <p>At 5:40 p.m., the Board returned to open session.</p>	
<p>X. ACTION ITEM: Consider and take action on updated terms for the sale of Uplift Luna Secondary</p>	<p><u>ACTION ITEM:</u> Consider and take action on updated terms for the sale of Uplift Luna Secondary.</p> <p>Primary terms of the recommended sale include the following:</p> <ul style="list-style-type: none"> • \$20M sale price. • No seller financing. • All cash at close. 	<p>Upon a motion to approve the sale of Uplift Luna Secondary pursuant to the negotiated updated terms with buyer RXR-Korman Deep Ellum Owner LLC, as presented, by P. Davies, and seconded by L. Melville, the Board unanimously approved the motion.</p>
XI. Closed Session	<p>At 5:41 p.m., the Board retired to closed session to conduct a private consultation with its attorney, pursuant to Texas Government Code 551.071, and to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee, pursuant to Texas Government Code 551.074.</p> <p>At 6:13 p.m., the Board returned to open session.</p>	
<p>XII. ACTION ITEM: Consider and take action on CEO compensation and benefits plan</p>	<p><u>ACTION ITEM:</u> Consider and take action on CEO compensation and benefits plan.</p>	<p>Upon a motion to approve the 2023-2024 CEO compensation and benefits plan, as presented, by P. Davies, and seconded by L. Melville, the Board unanimously approved the motion.</p>
<p>XIII. Administrative Action Item</p>	<p>The Administrative Action Item was presented on by Y. Batia and included a recommendation to approve the Board meeting minutes from October 17, 2023, and November 17, 2023.</p> <p><u>ACTION ITEM:</u> Consider and take action on approving minutes from the following board meetings:</p> <ol style="list-style-type: none"> October 17, 2023, board meeting. November 17, 2023, board meeting. 	<p>Upon a motion to approve the Board meeting minutes from October 17, 2023, and November 17, 2023, as presented, by R. Garcia, and seconded by P. Davies, the Board unanimously approved the motion.</p>
<p>XIV. Hear and Consider the Expulsion Appeal of Scholar Z.B.</p>	<p>The expulsion appeal hearing was managed by A. Berk at the request of C. Clark, Board Chair. A. Berk reported for the record that the family of Scholar Z.B. was not present and that all required notices of the time, date, and location of the expulsion appeal hearing had been sent to the family of Scholar Z.B.</p> <p>At 6:18 p.m., the Board retired to closed session pursuant to Section 551.082 of the Texas Government Code to hear the expulsion appeal of Scholar Z.B.</p> <p>At 6:23 p.m., the Board returned to open session.</p> <p><u>ACTION ITEM:</u> Consider and take action on the expulsion appeal of Scholar Z.B.</p>	<p>Upon a motion to uphold the expulsion hearing officer's decision to expel Scholar Z.B. and deny the expulsion appeal of Scholar Z.B., by R. Garcia, and seconded by P. Davies, the Board unanimously approved the motion.</p>

XV. Adjournment	There being no further business before the before, C. Clark adjourned the meeting at 6:24 p.m.	
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Respectfully submitted by Alexander S. Berk, Secretary of the Board of Trustees of Uplift Education.

A handwritten signature in black ink, appearing to read "Alexander S. Berk", with a stylized flourish at the end.

Signed December 12, 2023.