

APPROVED



## Veritas Preparatory Charter School

### Minutes

#### Governance Committee Meeting

Zoom Meeting

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#### Date and Time

Thursday January 20, 2022 at 11:00 AM

#### Location

[Join Zoom Meeting](#)

ID: 85152375662

Passcode: 370079

□

[\(US\) +1 669-900-6833](#)

Passcode: 370079

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#### Committee Members Present

A. Mendelson (remote), D. Fuller (remote), R. Romano (remote), T. Moran (remote), X. Delobato (remote)

#### Committee Members Absent

*None*

#### Guests Present

N. Gauthier (remote)

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#### I. Opening Items

A.

## **Record Attendance and Guests**

### **B. Call the Meeting to Order**

R. Romano called a meeting of the Governance Committee of Veritas Preparatory Charter School to order on Thursday Jan 20, 2022 at 11:10 AM.

### **C. Approve Minutes**

A. Mendelson made a motion to approve the minutes from Governance Committee Meeting on 12-16-21.

T. Moran seconded the motion.

The committee **VOTED** unanimously to approve the motion.

## **II. Trustee Recruitment & Onboarding**

### **A. Discuss Onboarding Procedure(s)**

Continuing our onboarding discussion from the previous two months.

Onboarding should begin when we start talking to you about the process of becoming officially approved.

Xiomara suggested that a new trustee meets with ED or Chair of Board and then maybe the governance committee.

Tom wonders why governance isn't the first stop in terms of vetting.

Nikki synthesizes what she is hearing everyone say about the onboarding process:

1. Resume and questions related to mission alignment, leadership, etc.
2. Governance reviews credentials
3. Candidate meets with ED and Board representative
4. Candidate meets with governance and learns about Board needs and where they can best utilize their skills

Rachel would like to flag one thing is there is not enough time to do all of this. The process needs to be expedited in certain situations. If we don't care about onboarding people in June and having them start July 1, then it could work but it could also get messy randomly onboarding trustees at different times throughout the year. The only way this works is if the governance committee really drives getting people nominated and through this process before June.

Aaron has recruited five members of our current Board and he thinks this is not a job application, it is an emotional thing that happens because of personal relationships. We should be talking about identifying people who have proven leadership skills and then

best way to do this is to bring them into the school for a tour, talk to Rachel, and then start the process. He doesn't think we need to formalize this with getting resumes.

Rachel says the hardest thing to get from new trustees is the resume and although she believes there should be a process, asking for a resume up front from people can be a barrier. If not a resume maybe a bio.

Xiomara wanted to follow up that answering questions right off the bat would be off putting. She agrees with Aaron that it should be more of a personal process.

Rachel thinks we are talking about some tweaks to the process we already have but no major overhaul. What she is hearing as the tweak to the current process is that at some point governance would like to weigh in on the candidate and their skills. We can be more flexible with timing of when this happens. Governance needs to demonstrate a little more leadership around trustee recruitment.

## **B. Trustee Recruitment**

Continuing our recruitment conversation from last month, focusing on recruitment of skillsets.

Aaron doesn't think we should approach recruitment with a priority of skillsets. He thinks the priority should be that the person has proven success in a leadership role.

Rachel appreciates this point and explained that we pulled this list of skills from board on track but they are generic. However, we can use these skills as a framework or keep them in the back of our mind as we look for successful leaders moving forward.

Tom agrees with Aaron only he would have that as his 3rd level gatekeeper in his strategy. In his strategy, he would have us take a look at skillsets we want over a five year period and then consider our diversity recruitment goals alongside. Then he would take a look at the Board and compare to skillsets and diversity we currently have. When we move to the action stages, this is where we look at leadership ability.

Rachel synthesizes that what she hears from Aaron and Tom that it would be helpful to write up a narrative about what an ideal trustee possesses in terms of qualities (e.g. mission aligned, demonstrate a passion to our mission, invested in our community, demonstrate leadership, can make the commitment). We have never had a potential Board member fill out an application/participate in an interview but maybe we need to.

Xiomara thinks this would be very valuable. Initial conversations as well as the entire Board being involved in the decision to ensure mission alignment, etc. helps both parties make the right decision. She has done this on other Boards she is a part of.

Rachel says that we do have an onboarding process that includes a potential trustee joining the Board attending a meeting and then the Board reviewing their resume and talking about whether or not they are a good fit at the following meeting.

Look at the document attached to see whose terms are expiring.

Aaron would like a goal for the next meeting for governance to be to connect with all Board members whose terms are expiring and find out if they are planning on staying on or not. Then for the next month decide how many of those empty positions we want to fill.

There are 12 trustees and we are open to 15. Do we want to fill all three? As a committee, we have to decide that.

David also wants to ask Board members whose terms are expiring if they know of anyone who could fill their positions.

Nikki will send David (Dale/Judy), Aaron, Xiomara, and Rachel (Rebecca/Tony) names of Board member's whose terms are expiring to follow up with before the next meeting.

Tom asks if when you talk to them does that equate to an invitation to come back? Does the action of inviting back all 6 align with our goals of diversity and skillset recruitment.

Rachel says yes, she does want all 6 people whose terms are expiring to return. If Rebecca is planning on leaving the Board, we really need her help in finding a replacement. She believes it is also appropriate to have a conversation, if we need to, with a Board member whose term is expiring and say maybe it is time for you to move off the Board for various reasons (meeting attendance, etc.)

Rachel mentioned that we can also reschedule meetings to accommodate someone's schedule better if they really want to stay on. We also have to officially exit Tony from the Board.

David would like Tony to give suggestions of someone with similar expertise to take his position.

### **III. Governance**

#### **A. Accountability Plan**

Ran out of time for this topic - move to February.

### **IV. Closing Items**

#### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 12:08 PM.

Respectfully Submitted,  
A. Mendelson

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### **Documents used during the meeting**

- New Trustee Onboarding Plan 2021-22.docx
- Board of Trustees Terms of Service 2021-2022.docx
- Guide to Charter School Accountability DESE.docx