

APPROVED



## Veritas Preparatory Charter School

### Minutes

#### Board of Trustees Meeting

Zoom Meeting

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#### Date and Time

Thursday May 26, 2022 at 4:30 PM

#### Location

Join Zoom Meeting <https://vpcs-org.zoom.us/j/87944697628?pwd=RE43LzRVRWhpVC9iOTBwZEZ4YS9NZz09>

Meeting ID: 879 4469 7628

Passcode: 912934

One tap mobile [+13126266799,,87944697628#](tel:+13126266799,,87944697628#)

Dial by your location

+1 929 205 6099 US (New York)

Meeting ID: 879 4469 7628

Find your local number: <https://vpcs-org.zoom.us/u/k8aG053ZG>

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#### Trustees Present

A. Mendelson (remote), D. Ford (remote), D. Fuller (remote), D. Janes (remote), J. Crowell (remote), R. Martin (remote), R. Sela (remote), T. Maxey (remote), X. Delobato (remote)

#### Trustees Absent

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A. Errichetti, L. Doherty, M. Landon

### **Guests Present**

N. Gauthier (remote), R. Romano (remote), S. Langone (remote)

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## **I. Opening Items**

### **A. Record Attendance**

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

D. Janes called a meeting of the board of trustees of Veritas Preparatory Charter School to order on Thursday May 26, 2022 at 4:34 PM.

### **C. Approve minutes**

A. Mendelson made a motion to approve the minutes from Board of Trustees Meeting on 04-28-22.

R. Martin seconded the motion.

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

## **II. Executive Director Report**

### **A. High School Update**

Rachel updates the Board about the progress at the High School. The space looks fantastic and Shannon will update the Board re: Talent related to the High School.

Dale asks when students will know where they have been accepted as far as High School goes?

Rachel says they know now.

Judi mentions targeting students currently on waiting lists.

### **B. Talent Update**

Shannon Langone, Director of Talent, updates the Board about employee recruitment and retention.

2022-23 Hiring: Middle School Campus

95% Hired by June 1st

Goal: 50% of new hires are teachers of color - Current % of goal met 90%

2022-23 Diversity Projections: Middle School Campus:

Staff of color: 64%

Teachers of color: 55%

Leaders of color: 50%

2022-23 Retention: Middle School Campus

Total staff retention: 93%

Total teacher retention: 93.6%

2022-23 Hiring: High School Campus

62% Hired by June 1st

Goal: 40% teachers of color - Current % of goal met 33%

2022-23 Diversity Projections: High School Campus

Staff of color: 47%

Teachers of color: 33%

Leaders of color: 60%

2022-23 Continuing to Recruit and Retain teachers and staff of color.

2022-23 Retention: Who left and why?

Personal reasons 38%

Terminated or asked not to return 29%

Resigned based on their experience at the school 33%

Improving Recruitment and Retention

Sustainability - more time, less on their plates, work/life balance

Better Pay

Supports for Mental Health

2022-2023 Talent Goals

Increase number of applications from educators of color from 39% to 44%

Increase number of applications from Hispanic/Latino candidates from 10% to 15%

40% of new teacher hires identify as BIPOC

15% of new teacher hires identify as Hispanic or Latino

50% of new ATs identify as BIPOC

20% of new ATs identify as Hispanic or Latino

80% teacher retention

Retention rate of BIPOC equal to white teachers

### **C. ED Contract**

Dale talks about improving our leadership structure and the third piece of this process is looking at creating a contract for our Executive Director (ED). We have already created a

succession plan. Charter school leaders generally have 3 year contracts. This contract benefits us and our ED. Dale will send out 3 examples of redacted contracts for the Board to review after the meeting. Dale's proposal is that creating and approving a contract like this should probably be an Executive Committee function. Dale has discussed this with Anne as the next Board Chairperson starting on July 1st.

The Board discusses the need for our ED to have a contract or not.

### **III. Academic Achievement Committee**

#### **A. Academic Achievement Committee Report**

Rachel updated for Rebecca that the AA committee talked about another Chapter of Culturally Responsive Teaching and the Brain as well as discussed some student achievement data that we will present to the Board at a future meeting.

### **IV. Finance Committee**

#### **A. Finance Committee Report**

We are doing well and still expect a spend down on cash for equipment and construction in process at the High School.

On our income statement, as it is getting closer to the end of the year, we have cut our deficit to \$23,000 and we may end up at a break even position.

#### **B. Grants Update**

Lynne is putting in for reimbursements that range from \$500-700K.

Denise outlines the grant projection document provided in the Agenda. This document specifically highlights the ESSER I, II and III grants.

Dale asks if Denise if she is comfortable with the way we are allocating these grants?

Denise says yes.

#### **C. Capital Budget**

Denise updates the Board about the status of the Capital budget. We have about 3 projects listed in the capital budget that we may hold until 2024. The biggest of these projects relates to the window replacement project. We may be looking for other funding sources for this project and use the ESSER funds (which we initially allocated to cover this project) to support accelerated learning for our students. We don't want to prioritize the windows over the student learning projects or goals like summer academy.

#### **D.**

### **FY22-23 Budget**

Denise says that the budget is the same as the one the Board saw and reviewed in April. It is a break even budget.

#### **E. Vote re: FY22-23 Budget**

D. Ford made a motion to approve the FY 2022-23 budget.

R. Martin seconded the motion.

David asked if there are any concerns for the budget.

Denise says, as always, they would be related to personnel. We also have a built in contingency (15 seats).

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

### **V. Governance Committee**

#### **A. Governance Committee Report**

Rachel updates the Board about the conversation the Governance committee had about the new proposed trustee recruitment strategy. The committee has outlined a tentative timeline for the implementation of some of the new (returning) trustee recruitment strategies.

### **VI. 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 5:58 PM.

Respectfully Submitted,

D. Fuller

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

- VPCS Talent Update May 2022.pdf
- Building the Foundation of Learning Partnerships - Beginning with Meaningful Relationships.pdf
- Financial Reports to the Board May.pdf
- Grant Summary to Board May.pdf
- VPCS\_Capital Budget to Board May.pdf
- VPCS FY23 Budget draft as of 5.15.22.pdf

- Proposed Trustee Recruitment Strategy 22-23.docx