APPROVED

Veritas Preparatory Charter School

Minutes

Board of Trustees Meeting

In Person

Date and Time
Thursday July 24, 2025 at 4:30 PM

Location
In Person at the High School: 225 Carando Drive Springfield, MA 01104

One tap mobile +13126266799,,87944697628#

Dial by your location
+1 929 205 6099 US (New York)

Meeting ID: 879 4469 7628
Passcode: 912934

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

Trustees Present
A. Errichetti (remote), A. Hickson-Martin (remote), A. Martínez (remote), A. Mendelson (remote), D. Ford (remote), D. Fuller (remote), M. Landon (remote), R. Martin (remote), R. Sela (remote), X. Delobato (remote)

Trustees Absent
L. Doherty, M. Freeman

Guests Present

N. Gauthier, R. Romano (remote)

I. Opening Items

A. Call the Meeting to Order

M. Landon called a meeting of the board of trustees of Veritas Preparatory Charter School to order on Thursday Jul 24, 2025 at 4:36 PM.

B. Approve minutes

A. Errichetti made a motion to approve the minutes from Board of Trustees Meeting Annual Retreat on 06-26-25.
D. Fuller seconded the motion.
page 15, revise to change middle school purchase to high school purchase.
The board **VOTED** to approve the motion.

Roll Call	
R. Martin	Aye
L. Doherty	Absent
M. Freeman	Absent
A. Errichetti	Aye
M. Landon	Aye
A. Mendelson	Aye
A. Martínez	Aye
D. Ford	Aye
A. Hickson-Martin	Aye
D. Fuller	Aye
X. Delobato	Aye
R. Sela	Aye

II. Board Chair Report

A. Board Chair Update

The Board expressed appreciation for a successful retreat and extended thanks to **Anne** and **Rachel** for their extensive work and planning.

Robbie has launched the CEO evaluation in BoardOnTrack. Trustees who need assistance should reach out to Robbie directly. **Andrea** mentioned that she can still see last year's evaluation, so Robbie will resend the current evaluation link to all trustees.

All trustees are reminded to complete their **Conflict of Interest (COI)** forms and financial disclosures. These are critical regulatory responsibilities, and timely completion is required.

III. CEO Report

A. CEO Updates

Meeting Format and Scheduling

A proposed meeting calendar was presented, recommending a primarily in-person format with remote meetings occurring approximately every other month.

The group discussed the limitations of hybrid meetings, particularly the challenges posed by inadequate video technology, which can impact productivity and engagement.

There was general consensus to prioritize in-person meetings, with remote participation reserved for specific instances.

Hybrid meetings will remain a backup option for trustees who are unable to attend in person due to unforeseen circumstances.

Trustees were invited to share preferences regarding meeting day, time, and location. Both the middle school and high school were discussed as potential meeting sites.

The Board agreed to revise the board participation policy to clarify that while hybrid attendance is permitted, it is not the preferred format.

B. Annual Report Approval

D. Fuller made a motion to approve the annual report.
A. Errichetti seconded the motion.

Annual Report Overview

The 2024–2025 Annual Report, a compliance requirement for DESE, was reviewed and unanimously approved without substantive changes.
The report addresses charter school accountability across three key areas: faithfulness to charter, academic success, and organizational viability. This document plays a critical role in annual compliance and is essential to the charter renewal process.

Discipline and Suspension Rates

Post-pandemic suspension rates remain high, with girls slightly outpacing boys in disciplinary actions. Prior to the pandemic, suspension rates were low due to strong Tier 1 and Tier 2 behavioral supports.
The recent increase is attributed to heightened social-emotional needs and an overreliance on a large culture team, whose reactive practices often escalate student behaviors. Plans are underway to reduce the size of the culture team and shift focus toward proactive, classroom-based support. Most suspensions are for serious infractions such as fighting, vaping, drug use, and possession of weapons—not minor misbehavior.

Alternatives to suspension, including partnerships with community organizations, are being explored. Suspension rates are higher in the middle school than in the high school. Internal suspensions (reflection room) are frequently used as a first consequence but still count as exclusions in state data. The school faces challenges in addressing behavior for students with special education needs, where disciplinary responses are more limited. Veritas is working with Springfield Public Schools on alternative placements and additional evaluations when appropriate. Retention policies are also being reinforced to address chronic attendance and academic performance concerns. The overarching goal is to reduce suspensions and improve school culture through stronger instruction, greater student engagement, and more preventative supports.
The board **VOTED** to approve the motion.

Roll Call

A. Errichetti	Aye
M. Landon	Aye
D. Ford	Aye
R. Martin	Aye
R. Sela	Aye
A. Martínez	Aye
L. Doherty	Absent
D. Fuller	Aye
A. Mendelson	Aye
X. Delobato	Aye
M. Freeman	Absent
A. Hickson-Martin	Aye

IV. Governance Committee

A. Trustee Nomination – Bob Leonard

D. Fuller made a motion to nominate Bob Leonard to the Board of Trustees.
A. Errichetti seconded the motion.
Trustees expressed enthusiasm about Bob joining the board and how is experience will be an asset. Bob will discuss committee assignment(s) with Rachel.
The board **VOTED** to approve the motion.

Roll Call

D. Fuller	Aye
M. Freeman	Absent
A. Mendelson	Aye
R. Sela	Aye
D. Ford	Aye
A. Hickson-Martin	Aye
R. Martin	Aye
M. Landon	Aye
A. Martínez	Aye
A. Errichetti	Aye

Roll Call

X. Delobato	Aye
L. Doherty	Absent

V. Finance Committee

A. Monthly Financials

Audit and Financial Disclosures
The annual audit is currently in progress and is expected to be completed by August.

Trustee financial disclosure forms have been distributed and are due for completion.

Financial Status
Monthly financials remain on track and consistent with projections. Revenue streams—including tuition, grants, and fundraising—are strong.

Cash flow is healthy, and the line of credit has not been accessed.

A prepaid student survey contract was confirmed, with clarification provided on data privacy and how results will be used.

The audit process includes a review of fraud prevention measures and the organization’s financial controls.

B. Investment Subcommittee Quarterly Meeting Update

Investment Update

As of June 30th, the investment balance was approximately $668,000, up from $600,000. Year-to-date returns are positive, ranging from approximately 3.5% to 5%.

The current asset allocation is approximately 60% equities and 40% fixed income, with room to increase equity exposure if needed.

Plans are underway to invest excess cash in higher-yield options while preserving liquidity, with implementation anticipated by September or October.

VI. FY26 Strategic Priorities

A. Strategic Priorities Review

Framework and Time Horizon
Strategic priorities were structured around the charter school accountability framework: organizational viability, academic success, college and career readiness, school climate, and staff culture. The Board discussed the appropriate time horizon for these priorities.

While a five-year plan was considered, consensus favored a shorter or rolling planning cycle without a fixed long-term end date.

Organizational Viability Priorities

Financial Sustainability: Set a goal of achieving a $300,000–$500,000 surplus by fiscal year-end, with funds allocated toward capital improvements and operational needs.

Board Succession: Recruit two new trustees by FY26 to strengthen governance and increase diversity.

Teacher Compensation: Develop a revised compensation structure supported by a five-year financial sustainability projection.

Teacher Quality: Prioritize recruitment and retention of highly qualified educators, particularly in critical areas such as special education, math, and science.

Capital Facilities
The Board emphasized the importance of including the potential purchase of the high school facility as a formal strategic priority. A proposed outcome is to fully assess the feasibility of a purchase, including the development of a roadmap and potential capital campaign. Clarification was made that current capital improvements refer only to maintenance, not acquisition.

Academic Success & College and Career Readiness
Academic success priorities center on using data to drive student achievement. College and career readiness goals include monitoring internships, work-based learning, early college success, and post-secondary counseling to ensure students make informed decisions. Language around these priorities was refined to reflect the Board's oversight role, rather than direct management.

School Climate & Extracurricular Activities
Athletic and extracurricular programs were recognized as key strengths that support student engagement and retention. Current offerings include basketball, flag football, volleyball, cheerleading, cross-country, e-sports, and the National Honor Society. The Board will continue to monitor these programs as part of broader school climate goals. Plans are in place to invite the Athletics Director to present to the Board at an upcoming meeting. Suggestions included exploring additional activities such as mock trial or speech and debate.

Aspirational Goals and Next Steps
Additional aspirational priorities were included in the draft plan for further committee discussion.

Board members were encouraged to review and discuss priorities within their respective committees and to provide feedback ahead of finalizing the plan at the next Board meeting.

VII. Additional Items

A. To Do

To-Do List

Rachel & Nikki

Finalize the Board meeting calendar based on trustee feedback regarding in-person, remote, and hybrid formats.

Update the Board Participation Policy to clarify expectations for hybrid attendance.

Deadline: By next Board meeting

Rachel & Jonathan

Conduct a deeper analysis of suspension data.

Develop strategies to reduce suspension rates and enhance school culture and behavioral interventions.

Status: Ongoing

Rachel & Bob Leonard

Confirm and assign Bob Leonard's committee placement.

Deadline: By next Board meeting

All Trustees

Complete and submit financial disclosures via DocuSign. and COI requirements.

Deadline: As soon as possible

Finance Team (Rachel, Lynn, Steve Howard)

Develop and implement a plan to invest excess cash at higher interest rates while maintaining liquidity.

Target Implementation: September/October

Athletics Director (Alyssa Dube)

Prepare and present an overview of athletic and extracurricular programming to the Board.

Timeline: At next Board meeting or as scheduled

All Board Committees

Review the draft strategic priorities.

Provide feedback and suggested revisions ahead of finalization.

Deadline: Before next Board meeting

Governance Committee

Integrate the potential high school facility purchase into strategic capital planning and fundraising initiatives.
Status: Ongoing

VIII. 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 6:00 PM.

Respectfully Submitted,
M. Landon

Documents used during the meeting

- SY25-26_Board_Meeting_Calendar.xlsx
- VPCS 2024-25 Annual Report.docx
- Resume - Robert Leonard.pdf
- FY25 Grant Schedule.pdf
- Financial Reports to the Board.pdf
- QB Statement of Cash Flow.pdf
- Veritas Performance Monitor July 2025.pdf
- Veritas 07.15.25 Positions.xlsx
- Veritas Prep Board of Trustees 5 Year Strategic Priorities.docx