

APPROVED



Veritas Preparatory Charter School

Minutes

Executive Committee Meeting

Date and Time

Monday August 19, 2024 at 4:00 PM

Committee Members Present

A. Errichetti (remote), A. Martínez (remote), M. Landon (remote), R. Martin (remote)

Committee Members Absent

None

Guests Present

N. Gauthier

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

N. Gauthier called a meeting of the Executive Committee Committee of Veritas Preparatory Charter School to order on Monday Aug 19, 2024 at 4:05 PM.

II. Executive Committee

A. CEO Evaluation

Ann thanked Robbie for his work in leading the evaluation process and writing the

summary evaluation.

The committee reviewed the evaluation which is highly favorable of Rachel's performance during the academic year. The two areas of improvement noted were: improving academic performance and returning performance to pre-pandemic levels; and talent recruitment and retention. These were both part of Rachel's goals in SY 23-24 and are also included in her draft goals for the coming year.

The committee then reviewed the CEO salary data which shows that salary has been competitive within the charter school market and in western MA. Rachel's contract stipulates a base salary increase equal to COLA which is 3.2% in 2024. That would give her a base salary increase of \$5,600 to \$180,600.

A performance bonus is at the discretion of the Board. The committee discussed the rationale last year of awarding \$15,000 which was a recovery year from the pandemic. Although Rachel's performance is strong, the committee feels that the bonus this year should be awarded at a slightly lower level given that academic achievement measures were not reached. The committee agreed that a bonus of \$12,000 is fair and justified given the overall performance level of Rachel's work.

The Executive Committee will recommend the following to the full Board at the August meeting:

Base salary of \$180,600 as contractually committed.

Performance bonus of \$12,000 based on strong performance.

III. 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 4:45 PM.

Respectfully Submitted,
A. Errichetti

Documents used during the meeting

- Summary of CEO salary and bonuses.xlsx
- MCPSA network.pdf
- MCPSA salary info.pdf
- MCPSA 2023-2024 Compensation Survey.pdf

- Rachel_Romano_CEO_Evaluation_FY24__SY20123-2024.doc