APPROVED

Veritas Preparatory Charter School

Minutes

Board of Trustees Meeting

In Person

Date and Time
Thursday September 24, 2026 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, A. Hickson-Martin, D. Ford, D. Fuller, M. Freeman, M. Landon

Trustees Absent
A. Gomez, A. Martínez, L. Doherty, R. Martin, R. Sela

Guests Present
N. Gauthier, R. Romano

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 Sep 24, 2026 at 4:40 PM.

B. Approve minutes

A. Hickson-Martin made a motion to approve the minutes from Board of Trustees Meeting on 08-27-26.
A. Errichetti seconded the motion.
The board **VOTED** unanimously to approve the motion.

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

II. Board Chair Report

A. Fall Board Meeting Schedule

The Board received a brief update following the recent charter renewal site visit and focus groups. Andrea shared that the overall process went well and that advance preparation had been helpful in anticipating many of the questions raised by the review team. Discussion included the reviewers' focus on specific evidence related to the school's Multi-Tiered System of Supports (MTSS), as well as questions regarding the school's strategic planning process. The administration was able to clarify that a new strategic planning process is currently underway and that this work is aligned with commitments included in the school's charter renewal application.

The Board also briefly discussed trustee onboarding in the context of the charter renewal process. Members noted the importance of ensuring that new trustees have sufficient background and context to participate fully in governance and committee work. The Board discussed formalizing the annual June Board Retreat as the primary onboarding experience for new trustees, supplemented by resources and training throughout the

year. Financial literacy was identified as another potential area for additional Board training.

The Board reviewed the schedule for upcoming fall meetings and discussed adjustments needed to avoid the November meeting falling on Thanksgiving. Members considered whether to move the November meeting earlier in the month or combine the November and December meetings, as had been done in the prior year.

Following discussion, the Board agreed to hold an extended Board meeting on **December 17 from 3:30–6:30 p.m.**, combining the November and December meeting cycle. The Finance Committee meeting will be moved to **December 15** to allow sufficient time for the monthly financial close prior to the Board meeting. Members noted that the extended December meeting could also provide an opportunity for a more comprehensive academic and school performance discussion.

B. Committee FY27 Goals – October Board Meeting

The Board previewed the October meeting, when committees will share their FY27 goals and priorities with the full Board. Committee chairs and members will continue working to formalize their priorities in advance of that meeting.

The Board also discussed the strategic planning process currently underway. Two consultants, Attuned and Erin Linville, are supporting different components of the work. Both are expected to join the October Board meeting virtually to introduce themselves and provide an overview of their respective scopes of work and approaches. The Board emphasized the importance of broad trustee participation in this discussion and discussed recording the presentation so that trustees unable to attend can review it afterward.

III. Finance Committee

A. Monthly Financial Report

The Board reviewed the organization’s current financial position. Cash on hand was reported at approximately $2.4 million, and state payments were being received more consistently. The organization remained generally on track two months into the fiscal year.

The Board discussed the need for a revised projected budget reflecting updated enrollment, tuition and grant revenue assumptions, staffing realignments, and other expense changes. Administration is working to refine these projections, with the goal of presenting an updated budget for Board approval at the October meeting.

The Board also received an update on the organization’s cybersecurity practices. A recent review with the school’s IT security team indicated that the organization has a

strong cybersecurity structure in place, with identified vulnerabilities being actively addressed through measures including staff training and phishing simulations. A more comprehensive cybersecurity update will be brought to the Finance Committee and full Board at a future meeting.

B. FY26 Audit – Review & Approval

M. Freeman made a motion to approve the draft audit documents as presented.
A. Errichetti seconded the motion.
The Board reviewed the FY26 audit materials previously presented to and recommended by the Finance Committee. The audit reflected a strong fiscal year-end position with **no audit findings**, and grant compliance testing was also reported as clean. The Board recognized the Finance Team for its preparation, responsiveness, and work throughout the audit process.

The Board reviewed several key financial indicators, including improvements in the percentage of program expenses covered by tuition and grants, reductions in staffing and administrative costs as a percentage of income, and an increased contingency reserve. Liquidity continued to be affected by the timing of DESE tuition payments. The Board also discussed the continued amortization of the middle school bond and high school lease, the recent increase in the organization's line of credit from $600,000 to $1 million, and confirmation that the school remains in compliance with its bank covenant.

Following discussion, a motion was made and seconded to approve the **FY26 audit draft documents as presented**. The motion was approved.

The Board also briefly discussed the relationship between Veritas Preparatory Charter School and the Friends of VPCS Foundation, including the governance and financial oversight responsibilities of each entity. Members discussed opportunities to strengthen overlap and communication between the two boards.
The board **VOTED** unanimously to approve the motion.

Roll Call

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

IV. CEO Evaluation

A. CEO Summary Evaluation

The Board reviewed and discussed the CEO's annual performance evaluation. The evaluation incorporated feedback from both trustees and the CEO's direct reports across eleven performance measures. Overall results reflected consistently strong ratings across the evaluation categories.

The Board discussed the CEO's accomplishments during the evaluation period, including progress in strengthening the high school program, stabilizing the teaching staff, advancing teacher compensation and retention efforts, and graduating Veritas Prep's first senior class, including students who completed significant college coursework and degree requirements. Trustees also discussed areas for continued growth, including ensuring that professional development continues to meet the needs of experienced teachers and supports strong student engagement.

The Board discussed the continued evolution of the CEO evaluation process and noted that the use of BoardOnTrack has helped create a more structured and collaborative process. Members discussed using the evaluation's identified priorities and areas for growth to inform the Board Chair's evaluation conversation with the CEO and future updates to the CEO's goals.

B. Executive Session – CEO Compensation

M. Landon made a motion to enter Executive Session pursuant to M.G.L. c. 30A, § 21(a)(2) (Purpose 2) to conduct a strategy session in preparation for contract negotiations with nonunion personnel, specifically regarding the CEO's FY27 compensation and related terms of employment.
A. Errichetti seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. CEO Evaluation & FY27 Compensation

A. Errichetti made a motion to approve Rachel's evaluation and compensation increases as proposed in the memo.
M. Freeman seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

M. Landon	Aye
M. Freeman	Aye
A. Martínez	Absent
A. Hickson-Martin	Aye
A. Gomez	Absent
R. Martin	Absent
D. Fuller	Aye
D. Ford	Aye

Roll Call

L. Doherty	Absent
R. Sela	Absent
A. Errichetti	Aye

V. Other Items

A. Next Steps

- Update the FY27 Board calendar to reflect the combined November/December Board meeting on **December 17 from 3:30–6:30 p.m.** and the Finance Committee meeting on **December 15**.
- Finalize the revised projected budget reflecting updated enrollment, revenue, grant, staffing, and expense assumptions for anticipated Board review and approval in October.
- Ensure Board committees have finalized their FY27 goals and priorities for presentation at the October Board meeting.
- Introduce the strategic planning consultants to the full Board at the October meeting and make the presentation available to trustees who are unable to attend.
- Formalize the June Board Retreat as the primary onboarding experience for new trustees and continue developing additional trustee training, including financial literacy.
- Continue Board succession planning, including committee chair succession and recruitment of additional financial expertise.
- Bring a more comprehensive cybersecurity review and improvement plan to the Finance Committee and full Board.
- Board leadership will meet with the CEO to review the annual evaluation and use the identified priorities and areas for growth to inform updated CEO goals.

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 6:00 PM.

Respectfully Submitted,
M. Landon

Documents used during the meeting

- Board of Trustees Meeting Schedule FY27.docx
- Financial Reports to the Board September.pdf

- Veritas Board Report Draft 9.10.26.pdf
- Veritas Financial Statements Draft 9.11.26.pdf
- Veritas Management Letter Draft 9.10.26.pdf
- Veritas Ratios Draft 9.11.26.pdf
- Rachel_Romano_CEO_Evaluation_FY25-26 (1).pdf