



**Board of Directors Meeting
November 11, 2014**

A meeting of the Board of Directors of VERITAS Community School was held at 7:30 p.m. at Alfred Williams & Company in Charlotte, North Carolina.

Attendance and Quorum:

The following directors were present at the meeting, and their attendance constitutes a quorum:

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| ▪ Vanecie Delva | vanecie.delva@gmail.com |
| ▪ Terrance McCaffery | terrance.mccaffery@gmail.com |
| ▪ Katy Ridnouer | katy@ridnouer.com |
| ▪ Lisa Mancini | lmancini.veritas@gmail.com |
| ▪ Ramesh Nayar | ramesh.nayar@wellsfargo.com |
| ▪ Barbara Parrish | barbara-parrish@att.net |
| ▪ Tierney Everhart | tierney.everhart@gmail.com |

Guests: Tracy Mott
Lydia Garza Olmsted

Call to Order:

The meeting was called to order at 7:42 p.m. by Chairperson, Katy Ridnouer.

Minutes Approval:

1. Upon a motion by Barbara Parrish, seconded by Katy Ridnouer, and unanimously approved, it was:

MOVED: To accept the October meeting minutes as written.

Treasury Approval:

1. Upon a motion by Katy Ridnouer, seconded by Lisa Mancini, and unanimously approved, it was:

MOVED: To accept the November Financial Statement as written.

Introduction of Guests:

1. Potential Board members were in attendance:

- a. Tracy Mott: a certified teacher and former CMS employee, yoga instructor, and mother who lives in one of our targeted neighborhoods and is a vocal supporter of our mission has experience building and operating wellness programming for children.
- b. Lydia Garza Olmstead: a preschool director and mother who lives near one of our targeted neighborhoods has experience successfully rebuilding and operating a school program.

Public Comments:

1. None.

Report Outs:

1. Employee Handbook:
 - a. Katy Ridnour presented the Employee Handbook and invited comments and suggestions.
 - b. Discussions were held regarding the amount of Paid Time Off (PTO) for teachers, and it was agreed that teachers will earn ten (10) PTO days per year, five (5) of which can be carried over in the next school year but must be used within the first three months of the new school year.
 - c. Upon a motion by Katy Ridnour, seconded by Barbara Parrish, and unanimously approved, it was:

MOVED: To accept the Employee Handbook as written.

2. Governance:
 - a. Ramesh Nayar introduced and reviewed the Governance policies.
 - Board Operational Policies: The policies set boundaries for operations, and they are separate from the procedures, which are designed to state how to carry out the policies.
 - Committees: Terrance McCaffery will combine the Audit and Financial committees in the Board Committees document. The Board agreed to remove the sub-committees from the Board Committee Policy; instead, they will develop a separate policy for subcommittees.
 - Grievances: Tierney Everhart noted that all references to the Grievance policy needs to use the same wording.
 - Third Party Agreements: Katy Ridnour recommended not including parent agreements in the third-party agreement policy.
 - b. Terrance McCaffery recommended postponing the approval of the Governance policies until the next meeting, and the Board agreed.

3. Personnel:

- a. Lisa Mancini introduced and reviewed the Personnel policies.
 - Hiring and Recruitment: Lisa Mancini presented a flowchart of the application and interview process. She asked board members to re-

evaluate and provide feedback for the hiring and recruitment policy by November 13th. The policy will be approved in the board meeting on November 25th, 2014.

- Grievance: Lisa Mancini reviewed the Grievance policy, discussing the appropriate policy and procedure for submitting a grievance.
- Termination: VERITAS will be an “at will” workplace.
- Staff Evaluation: The board discussed the teacher evaluation and its purpose for teacher pay and reflection.

4. Governance Strengthening Exercises:

- a. Katy Ridnour facilitated a board strengthening exercise to reflect on questions asked by the Office of Charter Schools. The members brainstormed ideas for creating a larger diverse board of professionals, and prevention strategies for low enrollment.

5. Facilities:

- a. Katy explained the current updates on the potential facility for VERITAS.
 - a. Shamrock A: A lease agreement is being negotiated.
 - b. Shamrock B: Costs associated with bringing the school up to code are beyond the scope of available financing.
 - c. Plaza: Contact with the leasing agent is in the process of being made.

Other Business:

1. CSP Grant Update:

- a. Katy announced that the Federal Department of Education is re-evaluating VERITAS’ application; however, they have not yet given a timeline for a final decision on the re-evaluation.

2. Interviewing Process:

- a. Lisa shared news of two recent interviews. Candidates were positive and energetic in regards to VERITAS mission and vision.

3. Student Recruiting/Community Partnerships Outreach Update:

- a. Katy presented the next two Meet and Greets located at Okra Charlotte and Amelie’s Bakery. Once they are complete, future meetings will be held at the Plaza Public Library.

4. TeamCFA:

- a. Katy shared that TeamCFA will announce a decision about a partnership with VERITAS on November 15, 2014.

Adjournment

7. Upon a motion by Katy Ridnour, seconded by Lisa Mancini, and unanimously approved, it was:

MOVED: To accept their meeting was adjourned at 10:30 p.m.

Meeting Reminders:

The next board meeting will take place on November 25, 2014 at 7:30 p.m. at 2943 Providence Trail Ln Charlotte, North Carolina 28270.