



Board Meeting Minutes

Wednesday, Feb 20, 2019 @

6:30 p.m.

Physical Location: VERITAS Community School Library, 2600 Grimes Street

Virtual Meeting: Call in Number: 641-715-3580 Code: 462-901

Mission Statement:

VERITAS Community School empowers the scholar and athlete in every child to excel academically through health and wellness practices within a peaceful environment.

Conflict of Interest Statement:

Each member of the VERITAS Board of Directors has a fiduciary duty to conduct him or herself without conflict of the interests of VERITAS Community School. Each member has agreed in writing to comply fully with VERITAS' Conflict of Interest and Nepotism Policy.

Board Roster and Attendance

- Board Members:
 - i. Erika Bowen, Chair ebowen@board.veritascommunityschool.org
 - ii. Catherine Hutasuhut chutasuhut@board.veritascommunityschool.org
 - iii. Kristie Opiola kopiola@board.veritascommunityschool.org
 - iv. Lee Teague, TeamCFA rep. lteague@board.veritascommunityschool.org
 - v. Tom VanPopering tvanpopering@board.veritascommunityschool.org

- Ex-Officio Members:
 - i. Kim Scott kscott@veritascommunityschool.org

- Board Advisors and Invited Guests:
 - i. Mark Chudzicki mchudzicki@veritascommunityschool.org
 - ii. Lindsea Gore lgore@veritascommunityschool.org
 - iii. Caitlin Fuller EC
 - iv. Lindsay Betzel Utilities, consulting for utility companies, just moved back from DC, Florida Power and Light, have young daughter, welcome

 - v. Jill Burlson Team CFA
 - vi. Greg Sinderson Team CFA
 - vii. Tony Team CFA

1. Call to Order—Reading of the VERITAS Mission Erika Bowen
2. Approval of Jan Minutes- approved
3. Public Comments
 - Each presenter needs to have signed up and submitted comments in advance of the meeting time, and comments may not exceed two minutes

4. Head of School Updates

Dr. Kim Scott

- Community Outreach/ Enrollment updates
 - i. 24 packets sent to preschools in zip codes that represent 89% of student enrollment. Scheduling to visit during the first week of March.
 - ii. Call from Methodist Church, they sent out information to all families
 - iii. 19 parents ready to start in 19-20 school year.
 - iv. Enrollment target- 200 for next year
- Partnerships
 - i. St. Paul Baptist Church- Sent over youth pastors to partner
 - ii. CMPD- coming to talk about cyberbullying in morning @ 8am Friday
 - iii. Ed Ritter @ Wells Fargo- Helped get yoga equipment and iPads
 - 1. Interviewed for Board Position
 - 2.
 - iv. Champions Group- Hosting meeting here Feb 27th 7:30-9am (WFAE President, President of BOA, Hugh McColl) Asking for board members and wrap-around support for school
- Academic Updates
 - i. Coaching w/t staff
- Personnel/ Staffing Updates (Interviews?)
 - i. Trying to replace 3rd grade teacher; interview on Friday
 - ii. Office manager interview (Ms. Head is leaving)
- Student/ Behavior Updates
 - i. Sent out national letter RE cyberbullying and MoMo challenge
- Fundraising
 - i. Fun Run March 1st (\$1200 est. school profit; board could match funds?)

5. Financial/ Operational Updates

Mark Chudzicki

- Finances- Slight positive movement
- Enrollment Applications
 - i. 23 kind. applications
 - ii. 6 of last 8 applications from Google- using Google Ads.
- Bethlehem Center
 - i. Letter of Intent sent, not approved by director; Lease in process

6. Board of Directors Matters/Reports Out

Erika Bowen

- DPI visit/ renewal updates
- CMO Update (see notes from Tony)
 - \$715,000 loan TEAM CFA LOAN--confirm this amount since this does not match amendment
 - i. Amendment signed lists loan as 246,000.00
 - ii. Who needs to be spoken with to confirm the amount owed?
 - Tony:
 - i. Would remove interim head of school for Dr. Scott
 - ii. CMO would be required to be performance based
 - iii. Certification process needs to be completed, need to maintain 50%

- iv. EC teacher certified
- v. Look at the charter to see what needs to be changed, is the charter still what the leadership team wants to do
- vi. Will be a leadership coach
- vii. Half time Mandarin coach
- viii. Look at payscale for staff--can't expect the best if taking pay cut
- ix. Ideas for bringing more kids in:
 - 1. Delahay Courts 460 family
 - 2. K-8 4,600 Children 2 miles
 - 3. Walk the children to school program, currently stronger than Druid Hills which is a D school
- x. Core Curriculum
 - 1. Following the curriculum and having it wrap around entirely in the art work etc.
 - 2. 5% GRADE have great flow
 - 3. 3rd Grade had technology struggles but kids used to being broken into groups
 - 4. Figurski/McLean, 5% grade teachers have great bond with their students
 - 5. TN program full immersed making great gains
 - 6. Numbers in charter said no more than 18 in a class, in other classes no more than 24 if possible
 - 7. Art, music added. PE every day
- xi. Pay for performance (will not be expecting money since will be based on pay for performance--no turn around then no money)
 - 1. 1.5 MILLION BUDGET,
 - 2. Would be inclined to pay off team CFA debt
 - 3. Proposed to pay off school debt with the CMO fee, help stabilize the school
 - 4. Could 246k be performance based? Or does that come afterwards?
 - 5. Issue of length of time tied to Team CFA
- xii. Recommend to address debt,
- xiii. Issues of other charter schools:
 - 1. UPROAR 5-8 5500 N Tryon Street
 - a. Assuming a charter
 - b. Look at their building
 - 2. Charlotte Choice
- xiv. IS THERE A CHARTER AGREEMENT WITH HIGH SCHOOL TO SEND OUR RISING STUDENTS TO?
 - 1. SUGAR CREEK
- xv. MAIN CONCERNS:
 - 1. DEBT AND STUDENT NUMBERS
 - 2.
- xvi. Applications for KG kids:
 - 1. 23 applications in--percentage of matriculating

- TOM P. : Discussion of phasing in a two tier options
 - i. One option where you phase in services overtime and services go up
 - ii. RECOMMENDS REVISIT CHARTER, have staff revisit the charter as well
- Conversation about school recruiting:
 - Druid Hills Free and Reduced Lunch 99.1%
 - Veritas is 50% Free and Reduced Lunch
 - i. How can we be competitive?
 1. Can we match with grants to provide the same services as provided at schools like Druid Hills
 2. Parents in Dela Hay Courts don't want their kids walking to school. Can we run a walk to school program?
- QUESTION ABOUT HEIDI KOHL AND CKLA
 - Would propose having someone permanently on staff to assist
 - Adjournment
- PTO: ERICA LYNETTE ON CALL
 - As a parent who has been at Veritas why we aren't moving up a grade, want to keep it going and would like to build a community/family.
 - Agonized over the decision, it wasn't an easy decision to make
 - Just wanted the Why. Appreciate the feedback
 - Came from a larger charter school and came for the community--was originally at Invest Collegiate

CLOSED SESSION

7. Dr. Scott: have not answered what they as a CMO would do for us?
 - If they govern us from afar how can we maintain our intimate culture?
 - i. Example: marketing pieces didn't reflect who we are, we tweaked it.
 - ii. Concern about invested urgency with Team CFA
 - iii. Concern about accountability and communication--twice dates moved without communication
 - iv. TEAM CFA not talking about culture--socio psycho development, school focuses on helping children develop their inner core,
 1. Concerned that TEAM CFA would mess with the culture
8. Mark Chud: CMO thoughts, step back and see where and if partnership makes sense. Consider who else would provide proposals if other CMOs are out there and review contracts to see what they provide

9. Lee Teague:

- CMOS on the scene:
 - i. Charter School USA
 - ii. KIPP
 - iii. Doral--out of Florida
- CMO- fees range from 1% to 15%

10. PROPOSAL:

- RETREAT TO REVIEW CHARTER AND REVISIT THE CMO
 - i. Exploris Charter School <https://www.exploris.org/>
 - 1. Tom Miller sits on board

11. Note: The next regular meeting of the Board of Directors is scheduled for:
Wednesday March 20th, 2019 at 6:30 pm at VERITAS Community School