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Appended respectively are:

- 2006-2010 Strategic Plan
- Bylaws of LHU Foundation
- Charter School's Funding
- North Carolina Charter School's Funding & Law and Open Meetings Law
- List of Board Committees, Chairs and Members; Calendars & sign-up sheets
- Parliamentary Law
- Conflict of Interest Policy
- Charter School Renewal
- Faculty Policy & Procedure Manual

Brief History of Sterling Montessori Academy and Charter School

In 1989, special education teacher Andrea Faurot opened Cary Montessori out of her home with two preschool students. From this humble beginning, Sterling Montessori Academy and Charter School was born. By December 1990, Cary Montessori had grown to 90 students and 14 teachers. This rapid growth necessitated a move to larger facilities - first moving in with a church on High House Road, and then in 1993 – 1994 moving into two store fronts on Old Apex Road.

As demand for a quality Montessori education and the reputation of Cary Montessori grew, Ms. Faurot was challenged to find land or facilities in Cary large enough for her growing school. Finally, using inherited money, Ms. Faurot found and purchased the first six acres in Morrisville where the Sterling Montessori campus now sits. While plans were being completed for a private school on the new grounds, North Carolina passed laws enabling the creation of Charter Schools. The match was made, and Sterling Montessori Academy and Charter School became a private preschool and public K-8 charter school in 1997.

Sterling's founder, Andrea Faurot, was a teacher and visionary committed to the quality of the Montessori education her school provided. To that end, Ms. Faurot started the non-profit, Laura Holland Uzzell (LHU) foundation in 1993 to raise money for teachers and students to get a Montessori education. Named after one of Sterling's early supporters, the LHU foundation continues to operate and the Board of the foundation serves as the governing board of Sterling Montessori Academy and Charter School (SMACS).

From her early vision of making a quality Montessori education available to all interested area families regardless of their ability to pay, Andrea Faurot laid the foundation for one of the finest schools in North Carolina. Today, Sterling Montessori Academy and Charter school is a North Carolina School of Distinction serving over 600 preschool through 8th grade students in 6 buildings on a developing 14 acre campus.

LHU Board

The Laura Holland Uzzell Foundation (LHU) Board is an all volunteer Board acting as trustee for the school. The primary responsibilities of the LHU Board are:

1. To develop the mission and vision of the school;
2. To develop a long term strategic plan in line with the mission and vision;
3. To Hire and oversee the Executive Director of the School;
4. To develop policies and approve actions to assist the school in moving forward with the strategic plan.

The officers of the Board are President, President Elect, Vice President, Secretary and Treasurer.

President of the Board

The President of the Board ensures the integrity of the Board's processes and normally serves as the Board's official spokesperson. Accordingly, the president has the following functions and responsibilities:

Function:

1. As President of the Board, ensure that the Board of Directors fulfills its responsibilities for the governance of the school.
2. Make all interpretive decisions that fall within the topics covered by Board policies on Governance Process and Board/Director Relationship, except where the Board specifically delegates such authority to others, using any reasonable interpretation of the provisions in those policies.
3. Refrain from making any interpretive decisions about policies created by the Board in the Ends and Executive Expectations policy areas.
4. Refrain from exercising any authority as an individual to supervise or direct the Director.
5. Be a partner to the Executive Director, helping him/her achieve the mission of the school.
6. Optimize the relationship between the Board and Management.

Responsibilities:

1. Conduct and monitor Board meeting deliberations to ensure that only Board issues are discussed. See that it functions effectively, interacts with management optimally and fulfills all its duties. With the Executive Director, develop agendas.
2. Ensures that Board meeting deliberations are fair, open, and thorough, but also efficient, timely, orderly and to the point.
3. Conduct timely Board meeting debriefings and periodic self assessments to ensure process improvement.
4. Recommend composition of Board Committees. Recommend Committee Chairperson with an eye to future succession.
5. Assist in recruiting Board and other talent for whatever volunteer assignments are needed.
6. Reflect any concerns management has in regard to the role of the Board of Directors or individual Board members. Reflect to the Executive Director the concerns of the Board of Directors and other constituencies.
7. Present to the Board an evaluation of the pace, direction, and organizational strength of the school.
8. Compile and facilitate the summative evaluation of the Director.

9. Annually focus the Board's attention on matters of institutional governance that relate to its own structure, role and relationship to management.
10. Act as an additional set of eyes and ears.
11. Serve as spokesperson for the Board and alternate spokesperson for Sterling.

Responsibilities of other officers of the Board:

President Elect:

1. Preside at the Board meeting when President is unable to attend;
2. Succeed to the office of President when a vacancy in the office occurs;
3. Performs some of the President's duties under the President's supervision.

Vice President:

1. Preside at the Board meeting when the President and/or President Elect is unable to attend;
2. Succeed to the office of President when a vacancy in the office occurs and no President Elect has been elected;
3. Perform other duties appropriate to the office required by law or by the Board.

Secretary:

1. Prepare and present minutes of all Board meetings to the Board for approval;
2. Post all Board legal notices;
3. Prepare and receive all official Board communications;
4. Serve as custodian of all official documents;
5. Preside at Board meetings in the absence of the Board President/President Elect and Vice President and perform other duties appropriate to the office required by law or by the Board.

Treasurer:

1. Review financial records on a regular basis;
2. Review the monthly financial statement with the finance officer and Finance Committee's chair for the Board acceptance;
3. Preside at the Board meetings in the absence of the Board President/President Elect, Vice President and Secretary and perform other duties appropriate to the office required by Law or by the Board.
4. To invest the funds in a fiduciary responsible manner.

Member, Board of Directors

The length of membership on the Board of Directors shall be three years with the ability to campaign for reelection for a second 3-year term.

Function:

Provide governance to the organization, represent it to the community, and accept the ultimate legal authority for it.

Responsibilities:

General

- Attend all Board and Committee meetings and functions, such as special events.
- Be informed about the organization's mission, services, policies, and programs.
- Review agenda and supporting materials prior to Board and Committee meetings.
- Serve on Committees or task forces and offer to take on special assignments.
- Consider making a personal financial contribution to the organization.
- Inform others about the organization.
- Suggest possible nominees to the Board who can make significant contributions to the work of the organization
- Keep up-to-date on developments in the organization's field.
- Follow conflict of interest and confidentiality policies.
- Refrain from making special requests of the staff.
- Disclose potential conflicts of interest.
- Ensure legal and ethical integrity and maintain accountability. Adhere to legal standards and ethical norms.

Planning:

1. Determine the organization's mission, purpose and philosophy. Create and review a statement of mission and purpose that articulates the organization's goals, means, and primary constituents served. Review Management's performance in achieving the mission.
2. Annually assess the environment and approve the school's strategy in relation to it.
3. Annually review and approve the school's plans for funding its strategy.
4. Ensure effective organizational planning. Annually review and approve the school's five year strategic plan. Actively participate in an overall planning process and assist in implementing and monitoring the plan's goals.
5. Annually review and approve the school's budget.

6. Assess and approve need for major policy changes and charter by-law amendments.

Organization:

1. Elect, monitor, appraise, advise, support, reward, and when necessary, change the Executive Director. Reach consensus on the Executive Director's responsibilities and undertake a careful search to find the most qualified individual for the position.
2. Ensure adequate resources for the fulfillment of the mission.
3. Be assured that management succession is properly being provided.
4. Be assured that the status of organizational strength and manpower planning is equal to the requirements of the long range goals.
5. Approve appropriate compensation and benefit policies and practices.
6. Recruit, orient and train new Board members and assess Board performance. Articulate prerequisites for candidates, orient new members, and periodically and comprehensively evaluate its performance. Propose a slate of Directors to members. Fill vacancies as needed.
7. Annually review the Performance of the Executive Director.
8. Annually review the performance of the Board and take steps to improve the performance.

Operations

1. Review the results achieved by management as compared with the school's philosophy, annual and long range goals, and the performance of similar institutions.
2. Enhance the organization's public standing. Clearly articulate the organization's mission, accomplishments, and goals to the public and garner support from the community.
3. Ensure a successful Charter renewal.
4. Determine, monitor, and strengthen the organization's programs and services.
5. Determine which programs are consistent with the organization's mission and monitor their effectiveness.
6. Support the Executive Director and assess his or her performance. Ensure that the Executive Director has the moral and professional support he or she needs to further the goals of the organization.
7. Be certain that the financial structure of the school is adequate for its current needs and its long-range strategy.
8. Provide candid, constructive and positive criticism, advice and comments.
9. Approve major actions of the school, such as capital expenditures and major program and service changes.

Audit

1. Be assured that the Board and its Committees are adequately and currently informed – through reports and other methods – of the condition of the school and its operations.
2. Provide proper financial oversight and ensure proper financial controls are in place. Be assured that published reports properly reflect the operating results and financial condition of the school.
3. Ascertain that management has established appropriate policies to define and identify conflicts of interest throughout the institution, and is diligently administering and enforcing these policies.
4. Appoint independent auditors subject to approval by members.
5. Review compliance with relevant material laws affecting the institution.

Board Committees

Effective committees do the bulk of the work of the Charter School Board, thereby freeing the full Board for attention to matters like responding to emerging critical issues, strategic planning, major policy development and long range financial planning. Committee meetings are open to the public and are subject to open meeting laws. Non-Board members are encouraged to attend. North Carolina Open Meetings laws are attached.

Standing Committees

Standing Committees are permanent committees that relate to the ongoing governance of the charter school.

Executive Committee

General Purpose

The Executive Committee is commissioned by and responsible to the Board of Directors. The purpose of the Executive Committee is to work with the Executive Director on a regular basis and provide feedback as needed while keeping a clear communication with the rest of the Board of Directors. The Executive Committee is appointed by the full Board to act on the Board's behalf only if a matter must be addressed before a full Board meeting can be convened.

The President of the Board, may designate one or all Board officers to constitute an Executive Committee which to the extent provided in such resolution, shall have and may exercise all of the authority of the Board of Directors in the management of the Foundation except as otherwise provided by law. The Executive Committee shall not amend, delete or otherwise change the by-laws; enter into or alter major contracts; change

a Board approved budget; adopt or eliminate major programs or services; hire or fire an Executive Director; dismiss or elect new Board Directors; or sue another entity. The designation of an Executive Committee and the delegation thereto of authority shall not operate to relieve the Board of Directors, or any member thereof, of any responsibility imposed upon it, him or her by law.

Appointments and Composition

1. The chair of this committee shall be the President of the Board of Directors.
2. Other members of this committee shall be Officers of the Board of Directors.

Finance Committee

General Purpose

The Finance Committee is commissioned by and responsible to the Board of Directors. It has the responsibility for working with the Executive Director to create the upcoming fiscal year budget; presenting budget recommendations to the Board; monitoring implementation of the approved budget on a regular basis; recommending proposed budget revisions and appropriate policies for the management of the Charter school's assets and annually monitors and reviews the work of external financial auditors.

Appointments and Composition

The members of the Finance Committee shall include the Treasurer of the Board, the Executive Director and other interested Directors with the advice and consent of the Board in accordance with the by-laws.

Responsibilities

1. Prepare an annual budget for the charter school in collaboration with the Executive Director.
2. Develop and annually revise a three to five year financial forecast as part of strategic planning and develop long-range financial plans based on the forecast.
3. Review all non-budgeted expenditures over a set dollar amount to be determined by the Board of Directors and recommend action to the Board.
4. Annually submit objectives as part of the planning and budgeting process.
5. Arrange for an annual audit.
6. Report to the Board of Directors at regular meetings.

Governance Committee

General Purpose

Governance Committee is commissioned by and responsible to the Board of Directors. The Committee assumes nominations, orientation and training of the Board members in accordance with the by-laws of the charter school. It is also responsible for established policies and practices by the Board of Directors.

Appointments and Composition

1. Appointments of the Chair and members of the Governance Committee shall be suggested annually by the President of the Board with the advice and consent of the Board in accordance with the by-laws.
2. The Chair of this Committee shall be a member of the Board of Directors.
3. Members of this committee shall be members of the Board of Directors subject to the conditions stated in the by-laws.

Responsibilities

1. Study the current composition of the Board of Directors to determine current skills and experience. Identify skills and experience needed on the Board.
2. Recruit others to serve as members of the Board and develop a slate of Directors for consideration by the membership at the annual meeting in accordance with selection/election procedures outlined in the by-laws. Review annually the procedures for Board recruitment.
3. Develop an orientation and training plan for new Board Directors and assist in the planning of the annual Board retreat.
4. Assist the Executive Committee in preparing for annual Board self-evaluation.
5. Annually submit objectives as part of the planning and budgeting process.
6. Annually evaluate its work as a Committee and the objectives it has committed itself to and report on same to the Board of Directors.
7. Report to the Board of Directors at regular meetings of the Board in a manner determined by the Board.

Strategic Planning/ Marketing/ Communications Committee

General Purpose

The Strategic Planning/ Marketing/ communications Committee is commissioned by and responsible to the Board of Directors. The Strategic Planning, Marketing and Communications Committee is responsible for developing a new Strategic Plan to focus on the continued emphasis upon improving learning for every student and increasing

academic results at Sterling Montessori Academy & Charter School. It is responsible for the development and achievement of a vision in alignment with the values and behaviors espoused by Maria Montessori. The Committee is also responsible for the marketing and communications to the Sterling community at large.

Appointments and Composition

1. Appointments of the Chair and members of the this Committee shall be made annually with the advice and consent of the Board in accordance with the by-laws.
2. The Chair of the Committee shall be a member of the Board of Directors.
3. Other members of this Committee shall be members of the Board of Directors, subject to the conditions stated in the by-laws.

Responsibilities

1. Gather relevant input from individuals and standing Board Committees.
2. Conduct open sessions and invite written submissions regularly to enhance the communication amongst the community at large.
3. Maintain a communication vehicle (newsletter, website etc.) to empower alignment of school activities with the approved plan.
4. Provide a foundation for budget priorities, grant-seeking priorities, accreditation self-study and school campus planning.
5. Co-ordinate all strategic planning efforts across the school including a review of available educational data available at NC Board of Education.
6. Consult appropriately with faculty, students, parents, staff, and the LHU Board and allow opportunities for discussion.
7. Ensure an updated strategic plan is prepared and communicated to the community at large including mission and goals, program priorities, and SWOT (strengths, weaknesses, opportunities & threats) analyses.
8. Annually evaluate its work as a committee and the objectives it has committed itself to and report on same to the LHU Board of Directors.
9. Report to the LHU Board of Directors at regular meetings of the Board in a manner determined by the Board.

Development Committee

General Purpose

The Development Committee is commissioned by and responsible to the Board of Directors to assume the primary responsibility for raising non-grant funds to ensure continued growth and development of the school without impact to the operational budget. The Board of Directors, in consultation with the Finance Committee, Development Committee and Executive Director, will determine and develop an intensive fund raising/capital plan to raise a specified sum of money within a defined time period to meet the varied asset-building needs of the school.

Appointments and Composition

1. Appointments of the Chair and members of the Development Committee shall be made annually with the advice and consent of the President of the Board in accordance with the by-laws.
2. The chair of the Committee shall be a member of the Board of Directors
3. Other members of this Committee shall be members of the Board of Directors, subject to the conditions stated in the by-laws. Additional Committee members may be appointed and need not be members of the Board of Directors, subject to the conditions stated in the by-laws.

Responsibilities

1. Develop an annual fund-raising plan that will generate the funds needed to meet the non-public and non-grant fund-raising goal.
2. Develop the necessary sub-committee systems to successfully carry out the fundraising events and activities that are part of the annual fund-raising plan; supervise the functions of the sub-committees; develop a plan for involving Board of Directors in the non-grant resource development activities of the charter school.
3. Investigate new resource development projects, activities and ideas for possible use in the future.
4. Annually submit objectives as part of the planning and budgeting process.
5. Annually evaluate its work as a Committee and the objectives it has committed itself to and report on same to the Board of Directors.
6. Report to the Board of Directors at regular meetings of the Board in a manner determined by the Board.

Personnel Committee

As of Wednesday, June 13th, 2007 at the regular LHU Board meeting on motion and second the Board approved continuing with the Personnel Committee, but changing it to an ad-hoc committee titled "The Policy and Procedures ad-hoc Committee". This Committee is responsible to provide regular updates to the Board until the policy and procedures manual is sufficiently completed.

Academic Enrichment Committee

As of March 21st 2007 on motion and second the Board approved that the Academic Enrichment Committee become a school level committee under the Executive Director's supervision to be chaired by a Director of Curriculum and Instruction (Academy / Charter).

Technology Committee

As of March 21st 2007 on motion and second the Board approved that the Technology Committee become a school level committee under Executive Director's supervision. The Technology committee as always is charged with establishing web publishing, technology and computing resource guidelines and acceptable use policies for SMAC, in addition to evaluating the school's technology needs.

Ad Hoc - Committees

From time to time, an Ad hoc Committee will be formed by the consent of the Board or at the direction of the President to perform a specific function for the school. Ad hoc committees are special, committees that have limited responsibilities and are created for specific purposes; for example a Search Committee that manages the search process for the Executive Director position. Ad hoc committees are instituted for a specific purpose and disbanded when the need for them no longer exists. The current Ad-Hoc Committees are:

- **Building Committee:** The Building Committee is charged with proposing a building plan that addresses Phase II of B-building and the Student Activity Center as well as any other structure built on Sterling Montessori Academy and Charter school. This will be based on community inputs and architectural requirements in alignment with Sterling Montessori's strategic and financial plans and in accordance with the Town of Morrisville. The committee will be responsible for due diligence with the selection of contractors including a public bid process. The target date for opening Phase II of B building for students is Fall 2008.
- **Policy & Procedures Committee:** This committee is charged with the review and update of the Sterling Montessori Faculty Policy and Procedure Manual in the following areas:
 1. Employee performance Evaluation
 2. Employee Performance Remediation
 3. Employee Disciplinary Action
 4. Employee Termination
 5. Employee Grievance Policy
 6. Employee Code of Conduct

The committee will be responsible for presenting the first draft of the Manual to the Executive Director and the LHU Board as soon as possible in the LHU Board meeting before the end of the year 2007.

Charter schools,

Attached

Committee Assignment – in collaboration with the new members:

Each Board member is responsible to choose and Chair at least one Committee or serve on at least two committees. The Committees are listed at the beginning of the LHU Handbook. Committees might change in nature and Function in the future depending on SMAC's need. In case the newly elected Board members are either new to school or have not had at least one year of experience volunteering in a committee at SMAC, they will be paired up with an established Board member for their first year as part of their training.

Working relationship between Board, ED and staff

1. The most important decision a Board makes is the selection of the Executive Director. (The second is the selection of the Board President).
2. The Board's job is governance. The Executive Director's job is management.
3. The Executive Director must be freed by the Board to manage the day-to-day operations of the agency.
4. The quality of the relationship between the Executive Director and the Board President defines both the quality of the relationship between the whole Board and whole staff, and the quality of the organization.
5. The Board President polices the Board; the Executive Director polices the staff.
6. Boards and Executive Directors work "for" each other towards fulfillment of their agency's Mission.
7. Clear Job description for all parties is crucial.
8. Executive Directors should have input on Board decisions regarding Board membership.
9. Board members can serve on school committees that have been set up by the Executive Director as volunteers.
10. Board members may have input on staffing decisions at the pleasure of the Executive Director.
11. Boards that don't know what is going on in their agency have only themselves to blame.
12. When receiving or giving reports, never absolutely trust statistics. They are only part of the picture.
13. Board members need training in order to perform their duties effectively, as do Executive Directors and staff.
14. Having the Executive Director as an ex officio non voting member of the Board & Executive Committee is normally a prudent move.
15. Board members who are also parents must specially be aware of their involvement and conduct with their children's classroom, teachers, staff and school in general. Board members must refrain from making (or the perception of making) special request of staff.

Current long range plans,

Strategic Plan attached.

Description of the culture of the Board,

1. What happens in the Board's Executive session stays in that Board meeting.
2. Board members are responsible to read and understand all the flyers, literature, financial statements that are emailed or given to them before attending the meeting.
3. Board members must attend school functions. Depending on how many functions there are they must sign up for at least two gatherings at the beginning of each

- school year. The functions are: Gala, open houses, end of the year picnic, winter gathering, Parent's info sessions, etc.
4. Board meetings must start promptly and end promptly. It would be best that all members do their best to arrive on time.
 5. Being a Board member takes a commitment of time and effort.
 6. Board members must clearly articulate the school's Mission.
 7. Board members must be part of at least one Committee. A Committee is any group that has a specific job to do for the agency. Every Committee formed must have a clear description of the proposed work of that Committee.
 8. Board Committees are formed by the Board and make recommendation to the Board for Board action.
 9. Board Committee meetings are not open to public and are not subject to open meeting laws, but interested Board members are encouraged to attend.
 10. Committees are sound training ground for potential Board members.
 11. Ad hoc committees have noble characteristics: They contain the best person for the task; their work is clearly defined; they end!
 12. Boards are not supposed to do Committee work as a full Board.
 13. The Executive Committee is the President's Committee. It normally consists of the Board officers.
 14. Board's needs, structures and functions evolve over time.

Board meetings,

The LHU Board meets regularly on the first Wednesday of each month except December and July. These meetings are operated under the open meeting laws, but they are specifically designed for the Board to conduct the business on the agenda. The minutes of these meetings are published and available in the main office and on the school website. Special meetings of the Board may be called by the President of the Board, or by two Board members by providing the other members a written notice of the date, time and place of the special meeting. The Board may meet in emergency session in the event of severe and imminent threat to the health, safety or welfare of the public, when two thirds of the members elected to and serving on the Board decide that delay would be detrimental to the efforts to lessen or respond to the threat.

Attendance practice and timely notice of time conflict,

Board members must attend the meetings on time and prepared. Sterling's mission is so important that we want our Board members to attend all meetings if possible. If conflicts arise, we expect that a member will notify the President. As with many Boards, the missing of three meetings without prior notice would reflect a lack of commitment to the school and the Board. As such, we would expect a member to leave the Board.

The above applies to the Committee Chairs and members as well.

Procedure for establishing Agenda

All material needing to be discussed at the Board meeting must be emailed to the LHU Board President at least 10 days before the meeting. The Agenda must be finalized and published at least one week in advance of the Board meeting along with any supporting documentation that requires review during the meeting.

Procedure for publishing Minutes

All meeting minutes will be recorded by the Secretary and distributed to members of the Board no later than 10 days after a Board meeting. The minutes will be approved by the Board at the beginning of the subsequent meeting and will be made available for public consumption on the website after approval.

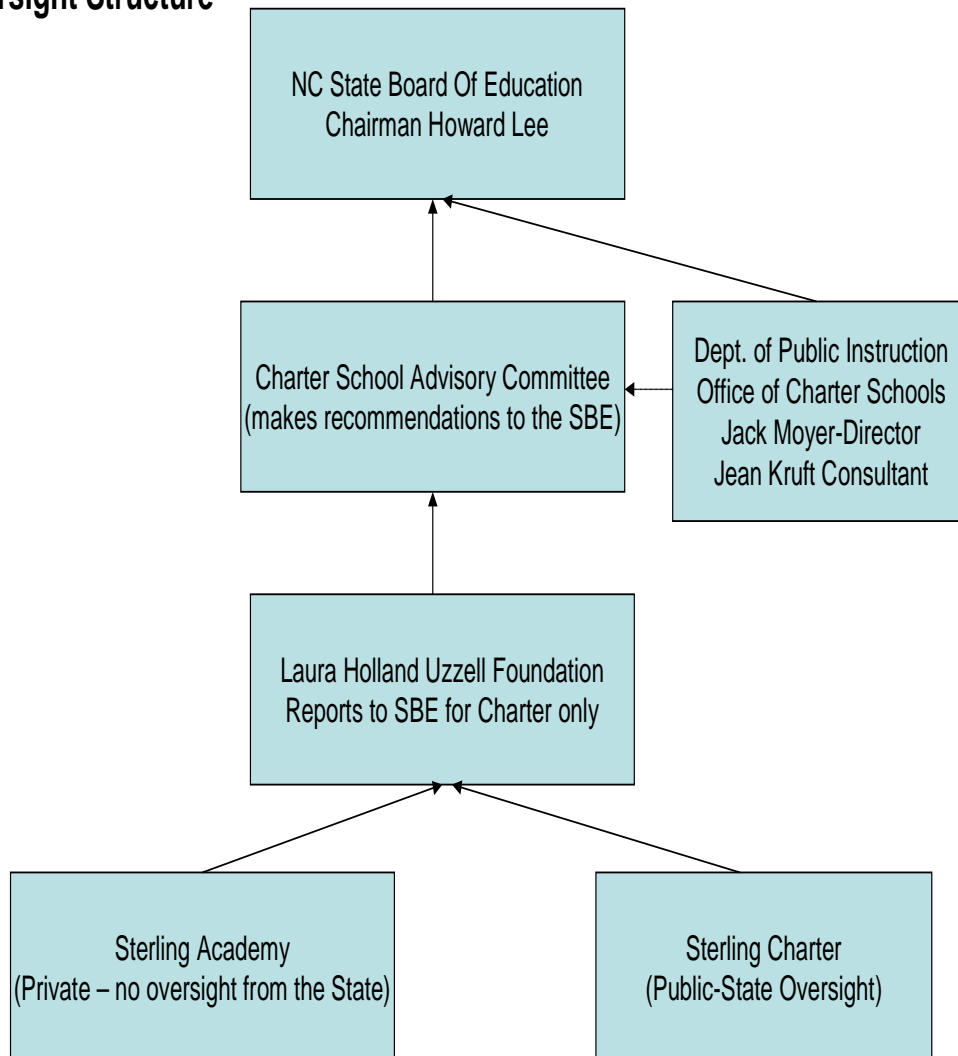
Process for filling Vacancy

1. Vacancy on the Board shall be made know by the President of the Board.
2. In order to be considered for the appointment, the interested persons should submit a resume and a letter of interest to the designated Board member by the deadline established by the Board.
3. The Board may establish the criteria to be applied in making the appointment.
4. Formal interviews of the eligible candidates will be done by the Board
5. The Board, by vote of majority shall determine which candidate shall be appointed to fill the vacancy.

Process for Removal of a Member from Board Officer Position or Committee

By simple majority vote, the Board may remove a member from a Board officer position for cause and shall elect another Board member to the office. The Board can remove a Board member from the Board appointed position for cause in the same fashion.

Oversight Structure



Board Members Biography,

Lori Christian, Member

1st term March 2003 – March 2006

2nd term March 2006 – March 2009

Lori Christian is a Wake County District Court Judge. Lori became a Judge in February 2007, after serving as an Assistant Wake County Attorney. Lori obtained her undergraduate degree from Georgia Tech. After working for Westinghouse for seven years, she returned to school and earned her JD degree from the University of North Carolina's Law School. In addition to serving on Sterling Montessori's Board, Lori serves on Urban Ministries' Board of Directors. Urban Ministries is a faith based non-profit organization which operates an open door clinic, food bank and shelter. Lori is married and both of her children have attended Sterling.

Pantea Dougani, Vice-President

1st term November 2003 – November 2006

2nd term November 2006 – November 2009

Graduated from University of Arizona, Tucson, Arizona with a degree in Electrical and Computer Engineering continued her Master of Science in the same field. Moved to San Francisco in 1990 and worked as a Sales Engineer then moved to the East Coast and started her own business. She established her corporation, Platinum Services in November 1993 and has been working with Automobile Dealers designing programs to increase Customer Satisfaction Index and improve Customer Relations. She and her husband Hassan have 2 children at Sterling Montessori Charter School. She has been volunteering at school in different capacity since year 2000.

Shari Padgett, Secretary

1st term March 2004 – March 2007

2nd term March 2007 – March 2010

Graduated from Ohio State University, Columbus Ohio majoring in Accounting. Certified Public Accountant.

She has worked in the public accounting field for 8 years then transitioned to commercial / residential building and landlord fields. Her husband, Russell was relocated to Cary in 1995. Since October 2002, she has worked at D. R. Horton, America's Builder as Central Carolina Division Chief Financial Officer. She is responsible for all accounting functions for the Raleigh/Durham and Greensboro communities.

She has 2 children at Sterling Montessori Charter School, both of whom have been here since they were 3 years old.

Teresa Outlaw, Member
1st term February 2005 – February 2008

Teresa Outlaw is President and co-founder of Mothers for Peace-International. Working with an international network, Teresa organizes sponsors and moderates educational programs, community forums, media publications and artistic events to build bridges of understanding between religions, nationalities, cultures and communities. Currently focusing on the Middle East, Mothers for Peace-International works to educate people of all faiths about the conflict and about the inherent worth and dignity of all people. Mothers for Peace-International sponsors Three Women-Three Faiths forums that include presentations by Muslim, Jewish and Christian women who speak about how they have been affected by the situation in the Middle East.

After obtaining her BBA in Human Resource Management from Eastern Michigan University, Teresa served as a human resource development and organizational change consultant for thirteen years. During that time she designed and delivered comprehensive human resource solutions for a wide range of business needs in various for profit and not-for-profit organizations.

Teresa is a former Executive Board member for the Society for Human Resource Management and the Memphis Diversity Institute. She served as a member of President Clinton's Race Relations Roundtable and created the Diversity Certification program used by the Memphis Diversity Institute. A graduate of Diversity Trainer programs provided by both Pope and Associates and the Memphis Diversity Institute, Teresa has facilitated management and employee diversity awareness and education programs throughout the country.

An active volunteer in the community, Teresa has served as a Sunday school teacher, classroom volunteer, as a Board member of Cary Homeschoolers, delivered Meals on Wheels and serves on the Board of Sterling Montessori Academy and Charter School.

Saiid Davari, Member
1st term February 2005 – February 2008

In 1973, I came to the United States from Iran to attend college at Murray State University in Murray, Kentucky. I obtained Bachelor of Science Degrees in both Chemistry and Philosophy and began my master's work in Chemistry. I continued my masters studies in Chemistry at the University of Houston, before moving to Apex, NC in 1993. I am now a Clinical Research Manger at Inspire Pharmaceuticals. My wife, Judy, and I have a daughter, two sons and a grandson. Our sons, Casra & Caveh, began attending Cary Montessori (later to become Sterling Montessori) as infants. When not working; I enjoy fishing, cycling and Boy Scout camping with my sons.

Sharmila Bristol, President
1st term March 2006 – March 2009

Sharmila Bristol graduated from Mount Holyoke College, Massachusetts with a Bachelor's degree in Mathematics and Computer Science and received her Master of Science degree in Information Systems from Rensselaer Polytechnic Institute, New York. She started her career in Information Technology developing medical information systems at HBO & Company, Amherst. Since 1994 she has held various positions at Nortel Networks in RTP that span building a global IT secure access program, conducting business operations, ensuring business continuity, and driving infrastructure solutions for Nortel's Corporate Real Estate. In her current role she is responsible for delivery of IT solutions that drive Nortel's Sales Compensation and Revenue Stimulation.

Sharmila and her husband John have 2 kids both of whom have been at Sterling Montessori since they were 3 years old. In her leisure time, Sharmila enjoys reading, running, and doing Taekwondo with her children. She is a member of the MSLinks Cycling Team that rides in the Triangle Area in support of The National Multiple Sclerosis Society.

Timothy Barker, Member
1st term March 2006 – March 2009

Timothy Barker obtained a M.S. in Telecommunications from University of Colorado, a M.S. in Administration from Central Michigan University, Cisco Systems Certification, and a Federal Communications Commission (FCC) License. Tim is also an advisory Board member for the University of Colorado, Interdisciplinary Telecommunications Program and East Carolina University, Information & Computer Technology department.

Tim's professional career spans over 22 years in the Telecommunications and Networking industries. Currently he is a Senior Engineer for Tekelec, Inc. and previously a Senior Systems/Solutions Test Engineer for Cisco Systems, Fujitsu Network Switching, Inc. and Larscom, Inc. Tim is also an active Faculty member for the University of Colorado and University of Phoenix. Tim's career started with over 9 years in the United States Air Force as a Telecommunications Specialist, serving in the positions of Assistant Commercial Communications Manager, Technical Training Supervisor and Team Leader.

Tim and his wife Karen have two boys who have been attending Sterling Montessori since they were 3 years old.

Joseph Coletti, Member
1st term February 2007 – February 2010

Joseph Coletti is fiscal and health care policy analyst at the John Locke Foundation. He has served as editor of newsletters and briefing books on the Japanese economy and U.S.-Japan relations. Coletti led marketing research and forecasting projects with J.D. Power and Associates in Detroit and Tokyo. He also served as Director of Policy and Communications for the U.S.-Japan Business Council. He is a member of the Public

Relations Society of America and president of the University of Michigan Alumni Club of the Triangle (M-TAC). His opinion pieces have been in newspapers throughout the state including the Durham Herald-Sun and Charlotte Observer. Coletti received a bachelor's degree from University of Michigan and a master's degree from Johns Hopkins University Paul H. Nitze School of Advanced International Studies.