LHU Governance Report - Feb. 2022

*Respectfully submitted, Chris Morton*

*Standing Committee Members: Chris Morton , Elizabeth Uzzell , Kim Elliott , Kari Schwab , Ryan Hill*

**Recommendations for Board Action**

● None at this time.

**2/2/2022 Meeting Minutes**

*Present at meeting: Chris Morton , Katie Brown , Kim Elliott*

**Recruiting:**

● Current LHU Board Interest Matrix

● We have no immediate needs to fill

● Discussed Letter of Interest from Tiffany Threatt, Chris to follow up ○ MBA, Pharmaceutical Leadership

○ Taught HS & College Biology

○ Training curriculum & SOP

○ Auditing / Quality Management / Document Management

● We would like to consider recruiting outside our immediate community network, e.g. other school administrators, outside montessorians, former alumni (over 21, NC resident per bylaws, not charter)

**Old Business:**

● Discussion of the new draft agenda for regular board meetings ○ Will continue to work with Ryan to continuously improve.

**New Business:**

● Delegation of employment decisions (hiring and firing) to ED. ○ Per Dave Machado, “The board must approve the principal’s decision to hire or fire. The board should not be the entity that is originating this process, that is the principal’s role.”

■ We need to re-confirm any action taken outside of board

meeting

■ Questions for Dave for followup:

● Can this simply be approved during executive

committee and mentioned in the regular board meeting

minutes as “approval of HR activities”

● Is there any way to allow Josie to make an offer and

confirm it at next regular board meeting? What about

non-teacher positions?

○ Wake County School Board does approve every hire for every position, at least teacher and above

● Discussion of the updated 2022 Board Handbook

○ There are currently three forms that need to be signed, two annually it seems:

■ **20200520\_ConfidentialityAgreement\_LHUBoard\_Gove...**

■ **20190515\_Individual\_Board\_Member\_Agreement.pdf**

■ **20190515\_LHU\_Conflict\_of\_Interest\_v2.0\_LHUBoard…**

■ ^^^ Need to check on recent new members

○ Combined several sections, would like to simplify wording and make sure it aligns with current practices.

■ Only eliminating redundancies and correcting errors for now ■ Tweaking formatting

■ Would like everyone to read it over the next couple months and make comments - capture institutional knowledge

■ Would like the “board strategic calendar” in here…

● Ryan Hill and jspreher@sterlingmontessori.org do

we have a document?

○ Would like to make sure we update once per year at the annual meeting.