

Rich Cowdell made a motion to approve the minutes from Governance Committee Meeting on 05-08-26.

Beth O'Donnell seconded the motion.

The committee **VOTED** unanimously to approve the motion.

II. Governance

A. Board Job Descriptions

Steve Palmer made a motion to approve the Board Job Descriptions.

Rich Cowdell seconded the motion.

The committee **VOTED** unanimously to approve the motion.

B. Board Self Assessment

The committee reviewed the results of the Board Self-Assessment and discussed opportunities to strengthen trustee development and engagement. No formal action was taken.

Jeff encouraged Rich and Beth to develop a framework to help trustees better understand their governance responsibilities, as well as the Board's reporting and accountability cycles. Beth also suggested helping trustees identify ways to leverage their professional networks and personal connections in support of Salem Academy.

Rich noted that the lowest-rated area on the self-assessment related to trustees' understanding of how the Board influences academic outcomes. The committee discussed this as an area for continued board development.

Committee members also expressed enthusiasm for the upcoming Board meeting featuring Mike Mizzoni. Beth offered to contact Mike in advance to share the key themes that emerged from the committee's discussion so they could help inform the presentation.

C. 2026 Committee Goals Progress

The committee reviewed progress toward its governance committee goals related to Board recruitment. No action was taken.

Members noted that a promising trustee candidate is currently in the recruitment pipeline and is expected to attend the June Board of Trustees meeting as part of the prospective trustee process.

The committee also discussed ongoing recruitment priorities, with a continued focus on identifying candidates with financial expertise. Beth raised the opportunity to recruit individuals who are earlier in their careers, and committee members agreed that expanding recruitment efforts to include emerging professionals could strengthen the Board's pipeline and bring valuable perspectives.

III. 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 8:34 AM.

Respectfully Submitted,
Steve Palmer

Documents used during the meeting

- SACS_Board_Job_Descriptions_and_Time_Estimates_6.11.26.pdf
- 2026 Board Assessment Report.pdf
- Salem Academy Assessment Report.pdf