APPROVED

River Valley Charter School

Minutes

Board Meeting

Date and Time
Tuesday June 24, 2025 at 11:00 AM

Location
https://teams.microsoft.com/l/meetup-join/19%3ameeting_NDEwYjU3NzctNzA0NC00MjkxLWI2NGUtOTE3MmU0MTE5MWQ3%40thread.v2/0?context=%7b%22Tid%22%3a%2219f3db8c-5ae6-418d-871c-94aec4420174%22%2c%22Oid%22%3a%22c58421b3-3d83-4030-994b-39832e61fd61%22%7d

River Valley Charter School welcomes your participation at Board meetings. The purpose of a public meeting of the Board of Trustees ("Board") is to conduct the affairs of the organization in public. Your participation assures us of continuing community interest in our school and assists the Board in making the best decisions for our school. To assist you in the ease of speaking/participating in our meetings, guidelines are provided at the bottom of this agenda. All materials for all board and committee meetings, are available on our Board on track public portal found at rivervalleycharter.org.
https://teams.microsoft.com/l/meetup-join/19%3ameeting_NDEwYjU3NzctNzA0NC00MjkxLWI2NGUtOTE3MmU0MTE5MWQ3%40thread.v2/0?context=%7b%22Tid%22%3a%2219f3db8c-5ae6-418d-871c-94aec4420174%22%2c%22Oid%22%3a%22c58421b3-3d83-4030-994b-39832e61fd61%22%7d

Trustees Present
A. Godino (remote), A. Ting (remote), B. MacQuade (remote), C. Whitford (remote), D. Herrera (remote), D. Mitchell (remote), E. Bradley (remote), J. Nickerson (remote), M. Connerton (remote), P. Ganley (remote), T. Murdy (remote)

Trustees Absent
C. Getz, E. Rankin, E. Simone, N. Durkee

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

D. Herrera called a meeting of the board of trustees of River Valley Charter School to order on Tuesday Jun 24, 2025 at 11:07 AM.

C. Public Comment

D. Review Trustee Code of Conduct

II. Approve Previous Board Minutes

A. Approve Minutes

A. Ting made a motion to approve the minutes from Board Retreat on 05-31-25.
P. Ganley seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

C. Whitford	Aye
M. Connerton	Aye
C. Getz	Absent
A. Ting	Abstain
D. Herrera	Aye
J. Nickerson	Aye
B. MacQuade	Aye
E. Bradley	Absent
P. Ganley	Aye
N. Durkee	Absent
D. Mitchell	Aye
A. Godino	Aye
E. Rankin	Absent
T. Murdy	Aye
E. Simone	Absent

B. Approve Minutes

C. Whitford made a motion to approve the minutes from Board Meeting on 01-15-25.
D. Mitchell seconded the motion.

made a small adjustment to an unfinished sentence in Finance.
The board **VOTED** to approve the motion.

Roll Call

T. Murdy	Aye
E. Rankin	Absent
E. Simone	Absent
A. Ting	Abstain
E. Bradley	Absent
M. Connerton	Aye
A. Godino	Aye
C. Getz	Absent
D. Herrera	Aye
J. Nickerson	Aye
C. Whitford	Aye
P. Ganley	Aye
D. Mitchell	Aye
N. Durkee	Absent
B. MacQuade	Aye

C. Approve Minutes

C. Whitford made a motion to approve the minutes from Board Meeting on 02-26-25.
P. Ganley seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

C. Getz	Absent
A. Ting	Aye
P. Ganley	Aye
D. Herrera	Aye
E. Simone	Absent
J. Nickerson	Aye
D. Mitchell	Aye
C. Whitford	Aye
M. Connerton	Aye
E. Rankin	Absent
A. Godino	Aye
N. Durkee	Absent
T. Murdy	Aye
B. MacQuade	Aye
E. Bradley	Aye

III. Consent Agenda

A. Committee on Trustees

B.

Vote on Consent Agenda

C. Whitford made a motion to approve the minutes from Committee on Trustees Meeting on 04-09-25.
D. Herrera seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

J. Nickerson	Aye
E. Simone	Absent
D. Mitchell	Aye
C. Whitford	Aye
D. Herrera	Aye
E. Rankin	Absent
M. Connerton	Aye
T. Murdy	Aye
A. Ting	Aye
E. Bradley	Aye
P. Ganley	Aye
B. MacQuade	Aye
N. Durkee	Absent
C. Getz	Absent
A. Godino	Aye

IV. Committee on Trustees

A. Nominate New Board Member

We nominated Beth MacQuade as the faculty board member for a 2nd year. We feel that after 1 year the faculty is understanding the roles and responsibilities of the board and that a 2 year term, if desired, would benefit the board and faculty.

We nominated Gary Lefavre as a trustee for 25-26 FY.

V. Exectuive Committee

A. Director Survey

- Discussion around the results of the survey and how the board can support the Director.
    - An anonymous online survey was open from **May 22, 2025 to June 8, 2025**, inviting all RVCS faculty and staff to evaluate the Executive Director's performance across ten leadership dimensions. Using a four-point Likert scale (Strongly Disagree to Strongly Agree), respondents rated statements and provided narrative examples.
    - Response Rate: ~50%
    - **Quantitative Highlights**

- Across the ten dimensions evaluated, a majority of staff “Agree” or “Strongly Agree” that the Executive Director demonstrates core leadership competencies:
    - **High Positive Ratings** (Agree + Strongly Agree > 75%):
        - Demonstrates Integrity
        - Cultivates a Culture of Excellence
        - Develops and Leads Staff
        - Builds and Maintains Family Satisfaction
        - Actively Promotes the Organization & Ensures Adequate Resources
        - Engages the Community
        - Overall Leadership & Performance
        - **Moderate Positive Ratings** (Agree + Strongly Agree ~ 60–75%):
        - Manages Organizational Compliance & Administration
        - Manages Financial Performance
        - Ensures Adequate Facilities
        - **Negative Ratings**
        - In every category, fewer than 10% of responses fell into the “Strongly Disagree” range..

• The board would like to offer a Board on Track presentation to the Faculty on a PD day so they can see how the survey results are anonymous to increase response rate.
• Board support through HR Facilitator for leadership and staff discussions.

VI. 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 11:50 AM.

Respectfully Submitted,
D. Herrera

Documents used during the meeting

None

THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY The Board Chair reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.