APPROVED

River Valley Charter School

Minutes

Board Meeting

Date and Time
Wednesday September 24, 2025 at 7:00 PM

Location
River Valley Charter School Middle School Great Room

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://us02web.zoom.us/j/8516508581?pwd=8roWrPp5aJXvEAFctC4bxo69QnaDfv.1

Trustees Present
A. Godino, A. Ting, B. MacQuade, C. Getz, C. Whitford (remote), E. Bradley, E. Rankin, G. LeFave, J. Nickerson, M. Connerton, P. Ganley, T. Murdy

Trustees Absent
D. Herrera, D. Mitchell

Ex Officio Members Present

K. Kuse

Guests Present
A. Salerno

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

T. Murdy called a meeting of the board of trustees of River Valley Charter School to order on Wednesday Sep 24, 2025 at 7:05 PM.

C. Review Trustee Code of Conduct

Read in review for the board

D. Public Comment

No comment

II. Approve Previous Board Minutes

A. Approve Minutes

E. Bradley made a motion to approve the minutes from Board Meeting (Zoom) on 08-20-25.
A. Godino seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

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

B. Approve Board Meeting Minutes

E. Bradley made a motion to approve the minutes from Board Meeting on 07-01-25.
P. Ganley seconded the motion.
No discussion
The board **VOTED** to approve the motion.

Roll Call

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

III. Consent Agenda

A. Accountability Committee

B. Development Committee

C. Executive Committee

D. Committee on Trustees

E. Finance Committee

F. Vote on Consent Agenda

E. Bradley made a motion to approve the minutes from Contract Negotiation: Director Search on 10-15-24.
P. Ganley seconded the motion.
No discussion
The board **VOTED** to approve the motion.

IV. Director's Update

A.

Director's Report

- HR Support
  - The current HR organization, Hilb Group, which was recommended, is great for finance but not for HR so not meeting current needs - no HR person in-house
  - Goal to find an HR company that can come into the school as needed as well as do a climate assessment
  - Blue Lion is top recommendation based on current needs of the school
    - Can fill the HR role but not the culture/climate assessment
    - $175/hour; 2 hours per month
  - Potential company to provide culture/climate identified by legal support - still in discussions
- Grounds
  - In process of laying out the pathway - question of when to pour the stone dust
  - Asheville playground has been building playground at their facility and will ship on 10/13 with delivery on 10/15, install will take 6 weeks on the short end
  - Once complete, next step is to focus on funding of phase 2
- SPED
  - Physical therapist position open
  - SPED audit in February - pre-audit work on-going focused on English learners
    - No one on staff currently trained to do English learner testing - Jane plans to get trained
    - Working to put policies and procedures in place to support students

V. Board Business

A. Director Goals

1. We will use a combination of meetings and educational opportunities, such as workshops or forums, to increase caregiver participation in and awareness of our school community.
   - Good alignment to strategic plan
2. We will create an evaluation rubric for teachers that will include an opportunity for coaching and professional development.
   - Question of whether this should be a single vs two separate goals
3. We will create and publish an organization structure and chart in order to enhance efficiency and reduce conflicts.
   - On-going work on this with planned completion within 60 days

- All goals will benefit from the hiring of an HR company

B.

Vote

E. Bradley made a motion to accept director goals as presented for FY25/26.
C. Getz seconded the motion.
Discussion on all goals prior to vote.
The board **VOTED** to approve the motion.

Roll Call

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

VI. Finance Committee

A. Update

- Expenses in line with where they should be for current year
- Focus on year-end finance audit - will come to board after Finance Committee review
- Planned to be at $265k profitability with final number of $135k after approval of bonus and other additional expenditures and actually came in at $205k ($70k higher than planned)
    - Funds will roll into retained earnings
- Working with Central Source on a budget tracking tool for the grounds redesign - plan to present at next meeting

VII. Committee on Trustees

A. Update

- Request to committee chairs to send goals to Tanya within the next few weeks
- Role as trustees is governance - In our role as board members, we should direct parent concerns to teacher and then to Karen rather than taking it on personally
- Pencil in date for retreat as March 28th
- If you go to an event, please wear a badge

- Trustees should be ambassadors to the school and should have an "elevator speech" to tell their story
    - Exec committee members to present their elevator speeches next meeting

VIII. Exectuive Committee

A. Update

- Focus on how do we make the board more fun and support one another in the future

IX. Development Committee

A. Update

- Have a development plan in place with support from many individuals
    - Layout is very user friendly
    - Specific people aligned to specific tasks - drives engagement
    - Acknowledges participation from administration
- Main goal is to drive community and connectiveness
    - Can't ask people for money until you've moved and inspired them
- Party tomorrow at Birdhouse in Amesbury
    - Dozens of companies participating to keep the cost of the event low
    - Lots of support from the Birdhouse ownership
- Annual Fund Raising appeal kicking off in a few weeks
    - Goal of $50K - big enough but achievable

X. Accountability Committee

A. Update

- Discussed goals of accountability while building institutional memory to build off prior years (continuous improvement)
- MCAS results from last Spring to be presented out in October
- Accountability has draft of Montessori review

XI. Closing Items

A. Public Comments

No public comments

B. Board Meeting Survey

C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:00 PM.

Respectfully Submitted,
E. Bradley

Documents used during the meeting

- 2025_08_26_accountability_committee_meeting_minutes.pdf
- 2025_09_17_development_committee_meeting_minutes.pdf
- 2025_09_10_executive_committee_committee_meeting_minutes.pdf
- 2025_09_10_committee_on_trustees_meeting_minutes.pdf
- 2025_09_17_finance_committee_meeting_minutes.pdf
- 9.24.2025 Director's Report.pdf
- Blue Lion Proposal.pdf
- Blue Lion Overview.pdf
- Director Goal #2 FY25-26.docx
- Director Goal #1 FY25-26.docx
- Director Goal #3 FY25-26.docx

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.