APPROVED

River Valley Charter School

Minutes

Board Meeting

Date and Time
Tuesday June 2, 2026 at 8:00 PM

Location
Zoom

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.

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

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

Trustees Absent
None

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 Tuesday Jun 2, 2026 at 8:01 PM.

C. Public Comment

Speakers:

- Tatiana
- Jamie Clowe
- Ali Field

Public Comment Summary:
Members of the public expressed concerns regarding trust, transparency, and clarity in board processes and decision-making. Comments highlighted a desire for more consistent and accessible communication from the board, clearer explanations of how key decisions are made, and improved visibility into governance practices, including board member selection and leadership decisions. Several speakers emphasized the importance of rebuilding community trust, reducing confusion, and ensuring opportunities for meaningful community engagement and understanding.

D. Review Trustee Code of Conduct

Reviewed the Trustee Code of Conduct

II. Interim Director

A. Interim Discussion

E. Rankin made a motion to Authorize the Board Chair to extend an offer of employment to Joey Gustafson to serve as interim interim director, effective June 4, with a short-term contract, under the following conditions: Karen Kuse transitions to a virtual, consultative role Karen is not present in the building during in-session hours Joey Gustafson reports to the Board Karen Kuse reports to Joey Gustafson.
A. Godino seconded the motion.

1. **Overall Alignment on Need for Immediate Stability**

- Broad agreement that **leadership continuity was urgent** given the Executive Director's upcoming departure.
- The short-term "interim interim" approach was viewed as a **practical bridge** while conducting a more inclusive interim search.

2. **Scope and Duration of the Role**

- Board discussed **30–60 day vs. shorter/rolling terms**, with many leaning toward a **~60-day window** to allow time for a proper search process.
- Emphasis that this role is **temporary and stabilizing**, not intended for major strategic or structural changes.

3. **Primary Role Expectations for Joey**

- Consensus that the interim role should focus on:
  - **Crisis management and stability**
  - **Maintaining operations and compliance (DESE/year-end)**
  - **Supporting the school community and lowering tension**
- Clear expectation that the role is **not to "burn and slash" or introduce major changes**.

4. **Reporting Structure and Authority**

- Strong agreement emerged on a **clear reporting model**:
  - Joey → reports to Board
  - Karen → reports to Joey
- Rationale:
  - Avoid confusion or competing authority
  - Ensure Joey has **clear leadership control and accountability**

5. **Karen's Role and Presence (Major Point of Debate)**
This was the **most debated issue**:

- One perspective:
  - Karen should be **fully remote**, to reduce community tension and avoid disruption.
- Alternative perspective:
  - Karen should remain **available for knowledge transfer**, including possible in-person support if needed.
- Compromise direction:
  - Allow **limited, controlled involvement**, primarily:
    - Remote support
    - In-person only when students are not in session (or at leadership discretion)

6. **Board vs. Leader Autonomy**

  - Discussion on how prescriptive the board should be:
    - Some members pushed to **set clear boundaries and expectations upfront**
    - Others emphasized:
      - If hired as leader, Joey should have **latitude to manage and make decisions independently**
  - Resulting balance:
    - **Define structure and constraints**, but **avoid micromanaging execution**

7. **Communication and Stakeholder Confidence**

  - Emphasis on:
    - Ensuring **clear communication to staff and community**
    - Providing **certainty around roles, contracts, and decision-making authority**
  - Recognition that:
    - Stability requires both **operational clarity and trust rebuilding**

8. **Transition and Knowledge Transfer**

  - Agreement that:
    - Knowledge transfer from Karen is **important but should not disrupt the environment**
    - Prefer:
      - Off-hours, remote, or limited on-site engagement
  - Intent: **enable continuity without reigniting tension**

9. **Connection to Longer-Term Interim Search**

  - Repeated emphasis that this decision:
    - Is **not the long-term interim solution**
    - Must be paired with a **transparent, community-informed search process**

Bottom Line

- The board aligned on:
  - **Urgent need for stability**
  - **Joey as a short-term stabilizing leader**
- The discussion focused heavily on:
  - **Defining reporting structure**
  - **Managing Karen's transition appropriately**
  - **Balancing board control vs. leader autonomy**
- Final motion incorporated:

- ◦ Clear structure + **guardrails to reduce community tension while enabling continuity**

The board **VOTED** to approve the motion.

Roll Call

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

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 9:21 PM.

Respectfully Submitted,
T. Murdy

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.