

APPROVED



Rainier Valley Leadership Academy

Minutes

Special Board Meeting

Date and Time

Friday May 9, 2025 at 9:00 AM

Location

6020 Rainier Ave S.
Seattle, WA 98118

Directors Present

E. Forde, M. Dyal, R. Bembry, T. Marsh

Directors Absent

None

Directors who arrived after the meeting opened

T. Marsh

Guests Present

B. Coleman, L. Reisberg

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

R. Bemby called a meeting of the board of directors of Rainier Valley Leadership Academy to order on Friday May 9, 2025 at 9:07 AM.

T. Marsh arrived at 9:32 AM.

II. Business Update

A. Mid Month Check In

Reco Bemby wants to acknowledge the two grants RVLA recently received. Congratulations to the team for that.

- Red Barn Ranch: \$200,000 (Outdoor Ed)
- Best Starts for Kids: \$940,000 (Stop School to Prison Pipeline)
- WA State Parks Foundation: \$15,000 (Outdoor Ed)

Two things the board is asking for:

- Summaries of each of those grants so they can understand what they are.
- the contract with the commission is with the Board of Directors. They are ultimately responsible for the school.

Topic:

Retention of school principals and staff. We need to figure out what is happening. Baionne Coleman, CEO, gives her thoughts & suggestions.

- We need a seasoned and experienced Principal. Folks don't realize how difficult the work is and how different it is from a regular public school.

- Due to how charters are funded in WA State, we also can't compete with surrounding districts and so we have a hard time finding very experienced Principals and staff in general for the pay we can offer.

Reco Bemby:

- There is confusion between governance vs. management and it's creating some issues within the school.

- Review of the charter contract to make clear. Are the board members advisors or directors?

- Reco Bemby relays that the Commission has told the board members they need to be in the weeds and be involved in management decisions.

- Retention of scholars and staff/leaders is a goal.

Baionne Coleman:

-Baionne is requesting that Board of Directors follows the procedures outlined in the handbook and bylaws for complaints. These were written by an attorney and in an intentional way to protect all parties involved and be fair and impartial.

-When these procedures are not followed it creates frustration and confusion for people and makes things messy.

What the main point is: How do we retain staff and leadership?

What are other schools doing that have good retention?

III. Executive Session

A. Personnel Matters

The Board Member is allowing Leah Reisberg, Chief of Staff & HR, per Baionne Coleman's request. The Board wants it stated they wouldn't usually allow this, but due to the nature of the group makeup being all male Board Members and one female CEO they are going to allow her to stay for the safety of everyone.

IV. Closing Items

A. Adjourn Meeting

E. Forde made a motion to Adjourn Meeting.

M. Dyal seconded the motion.

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

Roll Call

M. Dyal Aye

T. Marsh Aye

E. Forde Aye

R. Bembry Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 11:00 AM.

Respectfully Submitted,

L. Reisberg

RVLA does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression, gender identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination:

Title IX Coordinator

Human Resources Manager

Address: 6020 Rainier Ave S, Seattle 98118

Telephone Number: 206-659-0956

Email: hr@myrvla.org

Section 504/ADA Coordinator

Principal

Address: 6020 Rainier Ave S, Seattle WA 98118

Telephone Number: 206-659-0956

Email: angela.thomas@myrvla.org

Civil Rights Compliance Coordinator

Chief of Staff

Address: 6020 Rainier Ave S, Seattle WA 98118

Telephone Number: 206-650-0956

Email: leah.reisberg@myrvla.org