

APPROVED



Rainier Valley Leadership Academy

Minutes

December 30, 2025 Board Meeting

Date and Time

Tuesday December 30, 2025 at 4:30 PM

Location

Rainier Valley Leadership Academy is inviting you to a scheduled Zoom meeting.

Topic: Board Meeting

Time: Dec 30, 2025 10:00 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us06web.zoom.us/j/86909136771?pwd=ygim8DDaSoHMrO1sn3RSXg2hcM5yIf.1>

Meeting ID: 869 0913 6771

Passcode: hSUN7J

One tap mobile

+12532158782,,86909136771#,,,,*565106# US (Tacoma)

+12532050468,,86909136771#,,,,*565106# US

Join instructions

<https://us06web.zoom.us/join/86909136771/invitations?signature=bvK5j5xPpuZmFG3P-PdjAaTeSFJlI3loqoHaN5P0Qv0>

In person option if needed 6020 Rainier Ave S, Seattle WA 98403

Directors Present

D. Sullivan (remote), E. Forde (remote), J. Rhodes Jr (remote), M. Brown (remote), M. Dyal (remote), R. Bembry (remote), S. Martinez (remote), T. Hayman (remote), T. Moultrie (remote)

Directors Absent

None

Guests Present

Dawn Mason (remote), Italiana Hughes (remote), Janine Lewis (remote), K. Clark (remote), Keith Yanov (remote), L. Reisberg (remote), Lenny Emperado (remote), Noni Ervin (remote), R. Garcia Morales (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

R. Bembry called a meeting of the board of directors of Rainier Valley Leadership Academy to order on Tuesday Dec 30, 2025 at 4:30 PM.

II. Review of Notice of Inquiry from the Washington State Charter School Commission.

A. Washington State Charter School Commission Notice of Inquiry into Allegations against RVLA Board Members.

Relevant portions of the Charter School Notice of Inquiry dated December 19, 2025 were read. Motion was made to formally acknowledge the receipt of the Washington State Charter School Commission Notice of Inquiry and that we understand the expectations, requirements, and timeline.

E. Forde made a motion to acknowledge receipt of notice of inquiry dated December 19, 2025.

M. Dyal seconded the motion.

I move that the Board formally acknowledge receipt of the Washington State Charter School Commission's Notice of Inquiry; confirm that the Board understands the expectations, requirements, and timelines set forth in the Notice; and direct that the Board proceed in compliance with the Charter Contract, applicable law, and the Commission's directives, including the development of an appropriate investigative process and required recusals.

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

III. Consent Agenda

A. Resolution November 15th, 2025 Board Meeting Minutes

Mike Dyal requested additional time to review the materials. No vote was taken

B. Resolution November 2025 Payroll & Claim Vouchers

Mike Dyal requested additional time to review the materials. No vote was taken

C. Resolution 2026 Board Meeting Schedule

Mike Dyal requested additional time to review the materials. No vote was taken

IV. Recent Board Evaluation

A. Review Data

Review results from recent Board evaluation survey

V. Public Comment

A. As Needed

Former HR manager Janine Lewis expressed excitement regarding the potential for new board members

VI. Consideration of Board Leadership

A. Structure & Officer Assignments

E. Forde made a motion to appointment Jesse Rhodes Jr as vice chair.
There was discussion initially regarding allowing other board members the opportunity to be considered for Vice Chair. The motion was not seconded and therefore was tabled.
The motion did not carry.

B. Board Member Nominations

M. Dyal made a motion to approve the proposed slate of three new board members.
E. Forde seconded the motion.
A motion was made to vote on three new board members prior to going into executive session.
Dr. Debra Sullivan- voted on unanimously to be a board member
Tai Moultrie- voted on unanimously to be a board member
Shyla Martinez- voted on unanimously to be a board member.
All current active board members voted unanimously to approve these appointments.
The board **VOTED** to approve the motion.

Roll Call

S. Martinez Abstain
E. Forde Aye
M. Brown Aye
T. Hayman Aye
D. Sullivan Abstain

Roll Call

J. Rhodes Jr Aye
R. Bembry Aye
T. Moultrie Abstain
M. Dyal Aye

M. Dyal made a motion to Approve.

E. Forde seconded the motion.

A motion was made to vote on three new board members prior to going into executive session.

Dr. Debra Sullivan- voted on unanimously to be a board member

Tai Moultrie- voted on unanimously to be a board member

Shyla Martinez- voted on unanimously to be a board member.

All current active board members voted unanimously to approve these appointments.

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

Roll Call

R. Bembry Aye
J. Rhodes Jr Aye
S. Martinez Absent
T. Hayman Aye
T. Moultrie Absent
E. Forde Aye
M. Brown Aye
D. Sullivan Absent
M. Dyal Aye

VII. Executive Session

A. Discussion

Executive session was held without a chair. Executive session was held:

RCW 42.30.110(1)(f): To receive and evaluate complaints or charges brought against a public officer or employee. RCW 42.30.110(1)(i) To discuss with legal counsel representing the agency matters relating to agency enforcement actions, or to discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party, when public knowledge regarding the discussion is likely to result in an adverse legal or financial consequence to the agency.

Board Members went into executive session at 6:50 and set to return at 7pm.

A 10 min extension was announced to return at 7:10.

A 15 min extension was announced to return 7:25.

A 15 mins extension was announced to return at 7:40pm.

Executive Session officially ended at 7:37pm with all Board Members returning to the main meeting room.

No decisions were made.

E. Forde made a motion to remove Reco Bemby from the Board pending the outcome of the investigation.

S. Martinez seconded the motion.

I move that we remove Reco as a Board member, effective immediately, pending the outcome of an investigation into allegations against him that include, but are not limited to, retaliation, intimidation, coercion, and exclusion.

Feedback from Reco Bemby & Mike Dyal asked for clarity on why this was being proposed. Keith Yanov, RVLA attorney, clarified on why this is best practice.

Reco Bemby would also like on record that he does not feel this process was fair and does not see the need to remove him pending the investigation.

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

Roll Call

E. Forde Aye
R. Bemby Abstain
J. Rhodes Jr Aye
T. Hayman Absent
M. Brown Aye
S. Martinez Aye
D. Sullivan Aye
M. Dyal No
T. Moultrie Aye

E. Forde made a motion to To appoint Jesse Rhodes Jr as the interim Vice Chair.

S. Martinez seconded the motion.

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

Roll Call

S. Martinez Aye
M. Dyal Aye
M. Brown Aye
T. Moultrie Aye
D. Sullivan Aye
R. Bemby Aye
T. Hayman Absent
J. Rhodes Jr Abstain
E. Forde Aye

B. Report back from Executive Session and Leadership Action

E. Forde made a motion to Have the Treasurer recuse himself from the investigation and any matters relating to the investigation.

D. Sullivan seconded the motion.

That the Treasurer recuse himself from the investigation and from any matters relating to the investigation.

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

Roll Call

T. Moultrie Aye
E. Forde Aye
T. Hayman Absent
J. Rhodes Jr Aye
M. Brown Aye
S. Martinez Aye
M. Dyal Aye
D. Sullivan Aye
R. Bemby Abstain

VIII. January Retreat

A. Discuss Possible Facilitator

We did not discuss

IX. 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 7:53 PM.

Respectfully Submitted,
J. Rhodes Jr

Documents used during the meeting

- Resolution December 2025 - Minutes for November 15 2025 Mtgdocx (1).pdf
- Payroll Check Summary with Board Certification 11.28.pdf
- AP Check Summary Report with Board Certification 11.17.pdf
- AP Check Summary Report with Board Certification 11.3.pdf
- AP Check Summary Report with Board Certification 11.4.pdf
- Resolution December for November 2025 Vouchers & Payments.pdf
- Annual Board Meeting Schedule.docx.pdf
- Resolution to Approve 2026 Board Meeting Schedule (1).pdf
- Resolution Tai Moultrie New Board Member.docx (2).pdf
- Resolution Shyla Martinez New Board Member.docx (1).pdf
- Resolution Debra Sullivan New Board Member.docx (3).pdf

Rainier Valley Leadership Academy Board of Directors Meeting Agenda 12/30/25