



## TWO RIVERS BOARD OF TRUSTEES

October 20, 2025

### **Call to Order**

Chair Carne called the October 20th meeting of the Two Rivers Board of Trustees to order at 6:04 PM at 4th Street Elementary School with a quorum of Trustees present. Trustees Husser, Proffitt, and Sheehy were not present. Trustee Hou joined the meeting at 6:06pm. Chair Carne opened the meeting by explaining that the meeting would be held per the Open Meetings Act and recorded.

### **Roll Call**

#### **Board Members**

Elle Carne, Chair	Present
Derek Pierce, Vice Chair	Present
Mike Jacobs Jr., Secretary	Present
Faisal Awwal, Treasurer	Present
Alyssa Brunner, Trustee	Present
Elaine Hou, Trustee	Present
Malik Husser, Trustee	Present
Jessica Proffitt, Trustee	Present
Erin Sheehy, Trustee	Present
Ahna Smith, Trustee	Present
Belicia Reaves, Executive Director and Ex Officio	Present

#### **Others Present**

Michelle Kimso, Special Project Manager for the Office of the Executive Director  
Bridget Jackson, Chief of Staff  
Aqueelha James, Chief Academic Officer  
Mary Gornick, Chief Human Resources Officer  
McKenzie Baecker, 4th St Elementary Principal  
Matthew Carothers Jr, Director of Family Engagement  
Delonna Gibbs, Young Elementary School Interim Principal  
Nakeisha Neal Jones, 4th Street Parent  
Anya Stockburger, 4th Street Parent  
Katherine Brouhard, 4th Street Parent

### **Approval of Meeting Agenda**

Trustee Hou was not present, all other Trustees voted to approve the agenda.

### **Approval of the September 8, 2025 Minutes**

All Trustees voted to unanimously approve the September Minutes.

## Public Comments

Nakesha Neal-Jones, 4th Street parent, shared that she is grateful for the team at Two Rivers and the additional support that the team has given to her students.

## Executive Director Report

Executive Director Reaves shared that Two Rivers has had a wonderful Hispanic Heritage Month, including an author visit to the Middle School and the tasting of Hispanic foods at the Elementary Schools. For the Mission Moment, Reaves shared that 6th Graders went to NorthBay to explore and learn lessons outdoors. Enrollment had a goal of 1,039 budgeted seats and as of count day there were 1,035 students enrolled. Two Rivers implemented an internal audit this year to improve our enrollment practices and accuracy this SY. Due to increases in student populations, Two Rivers will meet or likely have a surplus this year. This year the SPED population of Two Rivers is 21% vs 16% last year with an increase in level 4 students. Staffing increase will occur across grade levels where the needs of students deem necessary.

Trustees asked how staff are feeling about getting support in place with the increase of SPED students. Principals Baecker and Gibbs responded with Special Education Teachers, have reviewed IEP's and met with families and completed a comparable services review after the first 6 weeks. Students have been welcomed into the community and are adapting to the new routines. There are strong dedicated aides and teachers at each campus. Parents are willing to work with the staff. Reaves shared at the Middle School, the Bridge Room has been built out and students are integrated into their specials. Trustees also encouraged staff to sift through the data to ensure all students are getting services based on their needs.

Chief Operating Officer Williams shared that although Dedicated Aids aren't Two Rivers staff, professional learning has been dedicated to them. This allows staff to look further at the appropriate case levels so others aren't burned out.

ED Reaves then shared Beginning of Year Data with the Board. For beginning of the year circle data with letter naming, both elementary school campuses experienced a small decrease in proficiency between BOY 24/25 and BOY 25/26. In K-2 Skills Block, saw a slight decrease in letters known and a slight increase in sounds correct percent proficient between BOY 24/25 and BOY 25/26. It sounds correct, Two Rivers Black students saw an 8% increase while both Hispanic and Multi-race students saw a decrease in proficiency. Chief Academic Officer James shared that assessments were conducted earlier this year than in previous years, which allows for the evaluation of the impact of instruction because we know where students are when they started with us. This also allows for placement in small groups and differentiated instruction sooner than in the past.

ED Reaves continued to share Fall MAP scores for **Two Rivers ELA proficiency** where in, 4th St and the Middle School remained consistent, while Young saw a significant decrease which Two Rivers is investigating. There is also a significant difference between students of color and their and non-white peers. ELA growth is 2% across the network. Two Rivers Hispanic students had the largest area of growth by 15%.

Trustee questions included how are students making their growth goals, but seeing decreases in percent of students who are proficient? CAO James shared that scholars who are far behind are making growth to get on target. She noted the point of tension that growth does not equal proficiency. The push lies in how Two

Rivers provides differentiated instruction which allows for accelerated learning. A space has been created in Tier 1 classroom time and in daily schedules to allow access to the skill based grade band material, through SAILing time in 3rd-5th grade and Lab in 6-8th grade.

Trustees questioned when deciding growth or proficiency is Two Rivers looking at the RIT score or at the percentile that is increasing with the student test? James shared that Two Rivers is looking at RIT, Lexia scores, and how scholars fair in different domains of MAP. A follow up Trustee question is the level of proficiency? ED Reaves shared it is the 60th percentile that is the cut score point. James shared it was moved to 60th percentile last year.

ED Reaves continued to share Fall MAP scores for **Two Rivers Math proficiency** where in, the LEA saw a 4 % increase, with Young ES posting a gain of 7%. There was a 15% point increase in the percentage of students meeting their growth goals. Student subgroups saw growth with Black students increasing 18 points in those meeting math growth goals.

Trustees asked a question around walkthroughs and what notices that have been found? Principal Baecker shared evidence of teachers implementing small group instruction, from 34% last year to 92% this year. Trustees added that they look forward to hearing the impact of the 92% small group instruction. Principal Gibbs shared a growth of student voice in the beginning of the year and understanding the unpacking of the learning targets. CAO James shared that principals have created a tracker to know which standards the student needs to work on. Director of Family Engagement Carothers Jr. shared that families learned about assessments and why they are important. Gibbs shared that families are getting I-Ready and MAP data as soon as possible instead of waiting for conferences to get the results.

### **Strategic Plan**

Chief of Staff Jackson shared an overview of the Strategic Plan and the three goals with accelerating growth of achievement, strengthening culture of crew, and building sustainable operational and financial systems. There are two anchors which include engaging families as partners and establishing a strong culture of data use. The anchors are embedded in each of the goals. The metrics for anchor #1 are increasing re-enrollment from 80% to 90% of which Two Rivers is currently at 82% and increasing the percentage of families who feel a strong sense of belonging from 89% to 99%, currently it is at 89% in the spring. Two Rivers has also switched from an internal survey to the Panorama Survey. The metrics for anchor #2 is to increase the percentage of staff who feel we track and use data effectively in our schools from 58% to 75%.

Director of Family Engagement Carothers Jr introduced himself by sharing his experience and roles removing barriers to families engaging in their students' education and showing them that their voice matters. His goals for year two of the strategic plan include uplifting learning opportunities for families and making engagement accessible and redefining what engagement looks like. This includes creating conditions for families to be involved such as recording and sharing Back to School Night presentations.

Jackson shared that staff are using Tableau to track data across the LEA. Each individual campus has its own data dashboard. The goals for year two of the strategic plan include increasing data use and understanding across the community to inform planning, support goals, and measure success, and use a variety of data by all stakeholders to monitor progress and inform decisions.

## Finance

Treasurer Awwal shared that there was one item for re-vote due to PCSB procurement process. He then shared the memos below which were previously shared with Trustees.

- RTU Replacement - Two Rivers is replacing two rooftop units (RTUs) at 1234 4th Street NE. Based on the 2024 Two Rivers Facilities Conditions Assessment and capital projects schedule, both units installed in 2009 are scheduled to reach the end of useful life in 2026. Two Rivers followed the Public Charter School Board's procurement policy and three proposals were received: WL Gary (\$520,000), HEP Construction (\$565,000), and EMCOR (\$559,341).
- Recommendation - Two Rivers requests approval to contract with W.L. Gary for a total of \$520,000 in FY26, as they are the current HVAC service maintenance provider, certified to perform this scope of work, and offered the best price.
- Network HVAC Service Maintenance - The current HVAC service agreement procured by Two Rivers in FY21 included a four-year renewable option and expired in June 2025. The previous service contract did not include the older 4th Street HVAC system and was under \$25,000. Two Rivers followed the Public Charter School Board's procurement policy and received two proposals: one from WL Gary (\$31,000 with a 5-year renewable option at a 3% increase) and another from EMCOR (\$33,648 with a 3-year renewable option at a 3% increase).
- Recommendation - Two Rivers requests approval to contract with W.L. Gary for a total of \$31,000 in FY26, as they are the current HVAC service maintenance provider, certified to perform this scope of work, and offered the best price.
- Audiovisual Integration Services - Two Rivers has three large meeting spaces that are used to facilitate network professional learning and school community events. However, each space does not have adequate audiovisual equipment. In an effort to professionalize our facilities to align with our needs, Two Rivers contracted with Shen, Milsom & Wilke (SM&W), an audiovisual integrator firm, to design an AV integration plan. The overall capital project to upgrade the facilities will entail the installation of wall-mounted speakers, large screens, and mounted projectors in the 4th Street Upper School gym, the Young Elementary Community Room, and the Middle School gym, as well as acoustical upgrades at 4th Street and Young. Two Rivers followed the Public Charter School Board's procurement policy and received four proposals: E-Logic (\$370,686), Hotbed Technologies (\$216,024), Digital Masons (\$304,985) and RTZ AVA (\$277,084).
- Recommendation - Two Rivers requests approval to contract with Digital Masons for a total of \$304,985 in FY26, as they are a more experienced firm and have the capacity to work through the weekends.
- Acoustic Panel Installation - Two Rivers has embarked on a capital improvement project to upgrade the audiovisual systems in all three schools' community spaces. To ensure a professional and high-quality installation, Two Rivers contracted with Shen, Milsom & Wilke

(SM&W), an audiovisual integrator firm, to design an AV integration plan. The project will require coordination with AV integrators, electricians, general contractors, and acoustic panel installers. In procuring a contract for acoustic panels, Two Rivers followed the Public Charter School Board's procurement policy and District Construction was the only vendor that attended the mandatory bidders' conference and submitted a proposal.

- Recommendation - Two Rivers requests approval to contract with District Construction for a total of \$205,700 in FY26.
- Procurement of Data Analysis Services - EmpowerK12 has a unique combination of technical expertise and direct DC education experience. Their staff are former DC educators that also have deep analytical and technical expertise in SQL, data warehousing, data visualization, data synthesis and communication. This structure of data support promotes consistency of messaging across schools and across charter sector initiatives to inform schools on ASPIRE and analysis of our data. With EmpowerK12's supportive yet ambitious approach, Two Rivers will be able to make measurable progress on our biggest academic priority goals. Our leadership team has not come across any other group that offers the same level and quality of data support as EmpowerK12 and is more cost effective.
- Recommendation - Two Rivers recommends that the board approve the sole-source contract with EmpowerK12, allowing the school to implement robust analytics and an easy-to-digest dashboard solution for \$44,000.
- Employee Benefits Renewal -Two Rivers secured updated rates through our insurance brokers at NFP for all employee benefit plans, which include health insurance, dental insurance, short-term and long-term disability, and life insurance. All plans have effective dates of December 1, 2025. Contracts have been procured through our insurance agent, NFP, in compliance with DC Public Charter School Board requirements. There were two bids for health insurance: Kaiser Permanente, submitted a renewal bid with a 9% rate increase and United Healthcare provided a bid with a 4.5% rate increase. Due to employee satisfaction with Kaiser, Two Rivers is committed to providing affordable, competitive benefits to our employees and will be absorbing a majority of this increase, proposing that the monthly premiums will increase this year by \$5.00 a month, or \$2.50 per pay period. There were 5 bids for dental insurance: Ameritas, United Healthcare, Guardian, Aetna, and MetLife. Based on our staff survey and direct feedback, employees are not satisfied with the current Ameritas plan, thus a switch to Guardian whose coverage levels are higher than the existing plan is recommended. For Vision, Two Rivers is recommending switching providers from MetLife to Guardian. Two Rivers is recommending switching to Principal for short-term disability, long-term disability to ensure maximum cost savings for Two Rivers. Two Rivers is recommending we also switch to Principal for life insurance, to ensure Two Rivers can take advantage of the bundled package.
- Recommendation -Two Rivers recommends approval of the employee benefits as summarized below:

Carrier	Services	Rate Increase	Estimated Annual Premium
Guardian	employee dental	+11.2%	Contract value depends on enrolled participants. The estimated annual premium cost is \$56,562. This benefit is 100% employee-paid.
Kaiser Permanente	health insurance	9%	Contract value depends on enrolled participants. The estimated annual cost is \$1,376,552. A portion of this benefit is employee-paid.
Principal	voluntary life insurance	No rate increase	Contract value depends on enrolled participants. The estimated annual cost is \$20,000. This benefit is 100% employee-paid.
Principal	short-term and long-term disability insurance	-17.3%	Contract value depends on enrolled participants. The estimated cost for STD is \$67,529, and LTD is \$5,627. This benefit is 100% employer-paid.
Guardian	vision	-12.9%	Contract value depends on enrolled participants. The estimated cost is \$4,202. This benefit is 100% employee-paid.

All Trustees voted to unanimously approve the memos.

**Governance**

Secretary Jacobs shared that a new Trustee has been vetted and will join the finance committee. Chair Carne asked Trustees to reach out to their networks for potential Trustees with legal or development backgrounds. Trustees are now required to attend an Annual Board Training from PCSB, with the pilot training starting on November 4th.

**Development**

Executive Director Reaves acknowledged that John Phillips has departed from the Board. She and Chair Carne thanked him for all that was done in two terms and his contributions to the Board. The Board is currently looking for more development committee members and for someone to chair the committee. Reaves shared that Beyond the Basics Fall Campaign just kicked off and that Two Rivers has partnered with FundED.

**Adjournment**

Trustees unanimously voted to adjourn the meeting at 7:48pm.

Prepared by:  
Michelle Kimso/s/  
Executive Assistant

Submitted by:  
Mike Jacobs/s/  
Secretary