

Connections Public Charter School

Governing Board Minutes

November 19, 2025

Kress Building 3:15 pm

Call to Order: Mr. Garcia called the meeting to order at 3:25 pm

Members Present: Romeo Garcia, Damon Murphy, Christina Wilbourn, Nalu Tufui, Pam Thatcher, Sherri Kolman, Clint Kolyer, Heather McDaniel

Members Absent: Joanna Highstein

Guests: Cheryl Gravela, John Thatcher

Recorder: Minutes for today's meeting are recorded by Mrs. McDaniel.

Public Comment: None

Approval of Agenda: Members reviewed the agenda for the November 19, 2025 meeting.

Mr. Garcia moved an item in New Business to an earlier time in that section. A motion was made by Ms. Kolman to approve the agenda. The motion was seconded by Ms. Wilbourn and was approved with consensus.

Approval of Minutes for October 15, 2025 meeting: Members reviewed the minutes from the meeting on, October 15, 2025.

A motion was made by Mrs. Thatcher to approve the October 15, 2025 minutes as presented. The motion was seconded by Ms. Tufui and was approved with consensus.

Correspondence & Communication: none

Commission School Lead Report: none

Old Business: none

New Business:

Approval of New Substitute Teachers: A recommendation came from Cade Loftin to add Anya Benevides to the substitute teacher list.

A motion was made by Mrs. Thatcher to approve the new substitute teacher, Anya Benevides . The motion was seconded by Mr. Kolyer and was approved with consensus.

Review of Governing Board Policies: none

Administrators' Evaluations: Mr. Thatcher reported on the C-CESSA (Connections-Comprehensive Evaluation System for School Administrators) instrument for the Governing Board to evaluate administrators. Details will be available in a link provided by Mr. Garcia.

A motion was made by Ms. Wilbourn to approve implementation of a subcommittee of the Governing Board to make evaluation recommendations to the full Board, consisting of Mr. Garcia, Mr. Kolyer and Ms. Kolman. The motion was seconded by Ms. Kolman and was approved by majority vote, with Mr. Murphy recusing.

Mr. Thatcher presented specific targets for evaluating each of the four administrators in their specific roles.

A motion was made by Mrs. McDaniel to approve the evaluation targets for Director (currently Damon Murphy). The motion was seconded by Ms. Wilbourn and was approved with consensus. A motion was made by Ms. Kolman to approve the evaluation targets for Deputy Director of Business Management (currently Cheryl Gravela). The motion was seconded by Ms. Tufui and was approved with consensus.

A motion was made by Ms. Wilbourn to approve the evaluation targets for Deputy Director of Organizational and Extracurricular Programs (currently John Woolverton). The motion was seconded by Mr. Kolyer and was approved with consensus.

A motion was made by Ms. Tufui to approve the evaluation targets for Deputy Director of Special Education (currently Cade Loftin). The motion was seconded by Ms. Wilbourn and was approved with consensus.

Response to UPW Temporary Hazard Pay Class Grievance: Mr. Murphy reported that the THP was negotiated and an agreement reached, but Charter Schools were not notified of the agreement until after a grievance was filed for non-payment of the funds by the schools. There are four Connections employees impacted. Administration is being advised by the AG. The Board was informed of the decision for Connections to join in a Charter Schools class complaint to the Hawaii Labor Relations Board regarding not being informed of the agreement, and regarding the grievance.

HGEA Covid Grievance: Mr. Murphy clarified that there is no grievance, and that research is being done to see if school administrators are eligible for additional Hazard Pay funds.

Operations Report:

Financial Officer's Report: Ms. Gravela provided the financial reports. Notable items were addressed.

A motion was made by Mr. Kolyer to accept the financial report. The motion was seconded by Ms. Wilbourn and was approved with consensus.

Administrator's Report:

Current enrollment: 349

Title I Report: Mrs. Thatcher reported that qualitative data has been submitted. Quantitative data is being prepared.

Student Achievement Report: Mrs. Thatcher reported that ELA scores declined, but growth was significant.

Kaumana Property Report: Mr. Murphy reported that Tom Raffipy will work with Micronesian students to do some land clearing projects. Some farm products have been successful. More projects are being planned through the after school program, Shaka Shack. Cameras have been installed as well as a solar energy system. Permit approvals are still in the submission process.

Food Service Program Update: Mr. Murphy reported that some products from the farm are being used in the food service program.

Performance, Growth and Accreditation Initiatives Report: Mr. Murphy reported that Mr. Thatcher has finished a large part of the project.

Other Items: *Mr. Murphy made a motion to go into executive session at 4:42 pm to inform the Board of a confidential student matter, and to discuss a personnel matter. The motion was seconded by Ms. Wilbourn and was approved with consensus. A motion was made by Ms. Kolman to go out of executive session at 5:31pm . The motion was seconded by Mr. Kolyer and was approved with consensus. There were no actions out of executive session.*

Mr. Murphy reported on research into an electronic keying system.

A motion was made by Mr. Murphy to approve the expenditure of up to \$50,000 for installation of an electronic keying system. The motion was seconded by Mrs. McDaniel and was approved with consensus. Ms. Kolman requested assurance of a warranty as part of the research.

Next Meeting: December 17, 2025 at 3:15 pm.

Adjournment: Mr. Garcia adjourned the meeting at 5:39pm.

Respectfully submitted by:

Mr. Romeo Garcia

Connections Governing Board Chair