

River Valley Board of Trustees Selection and Term Conclusion

Nominee Selection and Trustee Approval

River Valley has a well-defined trustee nomination and selection process.

- In January, the Nominating Committee and the nomination process are announced. This includes enumerating skills and qualities that are important for board service.
- Board members must be at least 21 years old. They can be parents or guardians of current or past River Valley students or can be unaffiliated with the school; River Valley reserves two board seats for faculty, which is common among Waldorf schools. Familiarity with Waldorf philosophies and Anthroposophy are always appreciated. River Valley's board is deliberate in seeking out potential board members from diverse economics and cultural backgrounds. Potential candidates can be suggested by community members, can indicate their own interest, and often are suggested by staff, committee members, or existing board members.
- The Nominating Committee interviews each candidate to outline what board service at River Valley is like and to assess how well the candidates match the board's current needs.
- The Nominating Committee recommends the nominees whose combination of skills and desire to serve elevates the incumbent board. The board votes on the full slate of new and returning trustees.
- New trustees are welcomed into their term of service at the final board meeting of the school year. Officers are also approved at this meeting.

Board Term Conclusion

In addition to understanding the way that the board is chosen, the board also would like the community to know how board terms may conclude.

1. River Valley Waldorf School's board service is not a lifetime appointment. A River Valley board term is 3 years long, renewable for a second term. The board may approve additional service for exemplary trustees.
2. Board members may tender their resignation before their term is up, in writing.
3. The board can remove a trustee from the board under extreme circumstances. The process involves notifying the board member in question and a 4/5th affirmative vote of the trustees to approve their separation. River Valley's Anti-retaliation Policy ensures that someone who brings a concern cannot be fired or otherwise discriminated against in retaliation for reporting a concern.