



# The Renaissance

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## Charter School 2

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February 14, 2024

The Renaissance Charter School 2

Meeting of the Board of Trustees

Meeting convened at: 11:03 a.m.

1. Chairperson's Message – 3 minutes
2. Roll Call – 2 minutes
  - a. Board Members present: Monte Joffe, Liz Perez, Victor Motta, Leopolda Silvera
  - b. Board Members absent: Chester Hicks, Rachel Mandel
  - c. Others present: Stacey Gauthier, Matthew Delforte, Everett Boyd, Daniel Fanelli
3. Approval of Last Month's Minutes – 5 minutes
4. Approval of Workplace Violence Prevention Policy - 10 minutes
  - a. Matthew: Labor law changed in a way that is expressly applicable to charter schools, requiring us to have a workplace violence prevention policy. Position statement was supposed to go into effect by 2/2/24, but it was rolled out quickly, so the Labor Department asks organizations to adopt a statement at the next board meeting. We need to do a feasibility study at Renaissance so we can adopt policies to counteract it. We need to do that in February or March. The state has issued a guidance document around this. None of that has to be done now; it will be done with school counsel and the leadership team over the course of the next few weeks.
  - b. Clarification that this is for everyone in the school building--is it only for employees, or does it apply to volunteers and others spending time in the building?
  - c. There is a section to fill in the name of the contact person to whom reports of workplace violence can be made.
  - d. Stacey and Leopolda: questions about mental health, causing fear via threatening behavior, and creating a hostile work environment. When we create the policy after the feasibility study, we will review the other policies touching upon these issues to make sure they address these issues. We are not waiving anything by not addressing it in our position statement because it is covered elsewhere, and can be included in the policy itself.
  - e. Monte: from the wording now, it seems that this is staff on staff--does it include

- students or parents on staff? Matthew: no.
- f. Resolved: The Renaissance Charter School 2 will adopt the Workplace Violence position statement as provided by counsel, effective immediately.

### ***Workplace Violence Prevention Policy Statement***

*The Renaissance Charter School 2 (“Renaissance”) is committed to the safety and security of our employees. Workplace violence presents a serious threat to the safety of our teachers, staff, and students and the goal of this policy is to promote the safety and well-being of everyone in our workplace. This workplace violence prevention policy is designed to meet the requirements of New York State Labor Law 27-b and highlights some of the elements that are found in our Workplace Violence Prevention Program.*

*Workplace violence is defined as any physical assault or act of aggressive behavior occurring where a public employee performs any work-related duty in the course of their employment. Workplace violence includes but is not limited to:*

- *Any verbal or physical attempt or threat to inflict physical injury upon an employee;*
- *Any intentional display of force which gives an employee reason to fear or expect bodily harm;*
- *Any intentional, wrongful and nonconsensual physical contact with a person that causes injury;*  
*and*
- *Stalking an employee to cause fear of harm to an employee’s physical safety and health.*

*All employees are responsible for creating an environment of mutual respect for each other, following all workplace policies, procedures and practices, and for maintaining a safe and secure work environment.*

*All incidents of violence or threatening behavior must be reported and will be responded to and investigated immediately upon notification. All teachers and staff are responsible for reporting any violent incidents or threatening behavior, including threats they have witnessed, received, or have been told about by another person. To report an act of workplace violence, please contact [insert name of contact person here and how to contact them].*

*Teachers and staff must participate in an annual Workplace Violence Prevention training. New hires will participate in the training as part of their orientation to Renaissance and then annually thereafter. In accordance with regulatory requirements, Renaissance will also work with employees to develop its Workplace Violence Prevention Program through an Authorized Employee Representative. This Authorized Employee Representative will assist Renaissance in:*

- *Evaluating the physical work environment to determine workplace violence risk factors;*
- *Developing its Workplace Violence Prevention Program; and*
- *Reviewing workplace violence incident reports at least annually to identify trends in the types of incidents reported, if any, and evaluate the effectiveness of safeguards and actions taken to reduce the risk of workplace violence.*

*If you have any questions about this policy, please contact [insert name of person here].*

5. Approval of Timeout and Physical Restraint (Aversives) Policy - 10 minutes
  - a. Matthew: amendments to state law went into effect last summer and they have been working with both schools to put in the appropriate changes.

- b. Schools are not permitted to isolate students as a form of punishment; there are rules about things like “time out” rooms and spaces.
  - c. New reporting requirements if we take certain disciplinary actions toward students.
  - d. Stacey--question about circulating policy and putting it up on our website. Yes, and Matthew and his firm will work with us on disseminating that information.
  - e. Everett--highlighted portions in document that we need to specify. We will not be able to do that in this meeting, but that should be put in any language about adoption. Do these come from our current discipline policy? Matthew: current policy is silent as it relates to some of these topics; we’ve never had to do some of these things (e.g., putting a child in the prone position, which can cause death), so now we need to explicitly state that we don’t do these things. We have added things that the law requires us to affirmatively address, and compared it to our current policy.
  - f. Stacey--concern about nuances around separation and segregation. Need to be really clear about what the state’s intention is about what separating a student consists of: e.g., can a student be seated in a calm down space or cozy chair, or another area of the floor?
  - g. Everett--clarification about whether isolation is prohibited as a form of safety (as opposed to punishment, e.g., if a child has a weapon and is isolated in a room under supervision while 911 is being called).
  - h. Matthew: we will have a separate meeting as soon as possible to discuss highlighted placeholders on a more granular level.
  - i. Resolved: That the board will adopt the physical restraint policy prepared by counsel in response to the State Education Department’s and Regents’ recent amendments to applicable regulations, with the proviso that school leadership meet with counsel to further revise the policy as appropriate for immediate implementation. The board further directs school leadership to present any revisions to the policy for further consideration and adoption at its next scheduled board meeting.
6. School Management Team Report – 10 minutes
    - a. Everett: Enrollment update--same as at last board meeting, 98%, attendance at 93%.
    - b. Just had a great Lunar New Year celebration. Students from Renaissance came to visit. Coordinated by Tsien (Mandarin language coordinator). Stacey, Suzanne, and Vinny came from Renaissance 1.
    - c. Having productive weekly renewal meetings. Educational experience for SMT members.
    - d. Stacey: making the Board aware that we had our financial audit committee meeting. Minutes are available. We will have another meeting when we have the working budget for next year. Renaissance 2 is beginning a major hiring process because of the expansion. Everett can give regular updates over the next couple of Board meetings. We will have a list of open positions available.
  7. Board Members’ New Business – 10 minutes
  8. Public Speaking – TBD
  9. Adjournment of Public Meeting
  10. Executive Session (if applicable)