



**Renaissance
Academy**
CHARTER SCHOOL

Building Lifelong Learners

413 Fairview Street, Phoenixville, PA 19460
610-983-4080 www.rak12.org

MINUTES

BOARD OF TRUSTEES VOTING MEETING

November 17, 2022 - 6:30 PM

Google Meet link:

<https://meet.google.com/dqs-baqp-mwz>

Google Slides Link:

[11-17-22 Board Meeting Slides](#)

1. Call to order - 6:30 pm

2. Opening Matters

- **Pledge of Allegiance - [Flag](#)**
 - **Attendance - (virtual)**
- Board of Trustees & Administration**

Dan Rufo (President - Presiding);
Elizabeth Falcone (Vice-President);
Monica Reynolds (Secretary),
Greg Scott,
Greg Queen,
Mark Greiner,
Sujaya Narahari,
Yvan Francois,
G. Anne Waskiewicz,
Gwendolyn Supplee, (remote access at ___ pm_
Seyi Akinfenwa,
Jonathan Duncan

Administration:

Dr. Gina Guarino-Buli,
David Cosme, Jr.,
Harold Smith
Jordan Miller
Tara Webber,
Michelle Boyd,
~~Carol Schaeffer;~~
Heather Rinker;
Kendra Gruber;

- **Opening statements – Dan Rufo**
 - Procedure for visiting school as visitor – Although has open door policy, we ask that you schedule with school and teacher to avoid interrupting testing periods, etc.
 - Reminder that any serious concerns are best brought to school first, because RA does not monitor social media
 - Potential to re-convene Climate and Culture Committee

- Reminder about public comment policies. Board is directed to listen, but not responding in real time. Comments are limited to 2 minutes. Please remain respectful, even if not in agreement with comment.
- Executive Sessions Held:
 - After the last board meeting to begin CEO Review
 - Prior to tonight’s meeting relating to employment and staffing.

3. New board members – Election and swearing in

- Seat 2 - Moujan Toloubadei – Motion to appoint Moujan Toloubadei to the Board of Trustees for Seat 2, made by S.Narahari; Seconded by S.Akinfenwa. Votes cast as follows:

	Yes	No	Abstained
D. Rufo	√		
E. Falcone	√		
M. Reynolds	√		
G. Scott	√		
G. Queen	√		
M. Greiner	√		
S. Narahari	√		
Y. Francois	√		
G. Anne Waskiewicz	√		
G. Supplee	√		
S. Akinfenwa	√		
J. Duncan	√		
Total	12	0	0

Result: All in favor and none opposed; Motion carries. **Moujan Toloubadei is APPOINTED to Seat 2 on the Board of Trustees and was sworn in by E.Falcone.**

4. Consent Agenda -

- Approval of Agenda
- Review & accept minutes from past meetings
 - October 20, 2022 - [10.20.22 Board Meeting Minutes](#)
- Administration Reports
- Staff Roster by Business Manager

Any objections to approval and acceptance of Consent Agenda items? None. Result: Items in Consent Agenda are approved and accepted.

5. Public Comment

- If not submitted as an email, please use the “Raise Hand” feature and you will be called upon - publiccomment@rak12.org.

- **S.Swazak** – sent email. Wanted to add concerns to attrition of 5th grade and middle school. Parents are concerned about perceived lack of homework and general chaotic environment. Believes communication needs to be improved and made more concise. Requests inclusion of parents in plans.
- **J.Walker** – 5th grade is in “crisis mode” Remains current of hope that spirit of RA will carry us through. Hope is to open lines of communication between parents, students and school. Concern about support for classroom teachers and disciplining for whole class when few children are not following rules. Questions about disruption in learning, making up learning and “gaps” in 5th grade with regard to leadership opportunities
- **M.Crenshaw** – 5th Grade concerns. Believes select students are bullying other students. Requesting information regarding certain student and policy enforcement regarding behavior infractions.
- **K.Lutz** – 5th Grade concerns – this year is worse than last year with regard to chaotic environment. Believes Q & A session is best to address concerns.
- **E.Andrews** – concerns regarding 5th (block 3) grade science class. Questions about teacher support, ability to deal with discipline issues.
- **Unidentified sender** - Comments regarding importance of contributions by all RA community members and whether each member is part of “the solution” or “the problem”. Main concern is teacher attrition, even acknowledging pressures of COVID.
- **In person – K.Wheelles** – concerns about RA culture, beyond support and teacher attrition. Feels that we gone through steps but not getting resolution. Ideas – more open with discipline process (don’t see follow through), Refreshing Mountain for team building; Additional ideas submitted via hard copy.
- **A.Allen** – concern is not 5th and 6th grade but reputation that teachers are getting because understaffed and not supported. Appreciate that it takes time to find right fit for culture, not just hiring the first candidate. Average time to hire is 8-14 weeks. Education is 24 weeks. Offering to provide recruiting services for no charge.
- **D.Parkinson** - Wondering what happened to culture committee. Concerns about teacher attrition. Feels is big problem and is very concerning.
- **L.Diddio** - her children have lost many instructors in past year. Feels need to spend time teaching own kids at home because of substitutes not teaching. Appreciate Ms. Rinker and Ms. Weber who have been supportive.
- **A.Lett** – wondering if school would look into other schools to see how they are handling behavior issues.
- **M.Roher** - struggled with student who has left RA after teacher went on maternity leave. Seeing concern with teachers leaving now for other student.
- **Sara?** mostly inaudible – “people leave for people issues not money”. Concern is that leaders are causing attrition.
- **C.Angelini** - concern as to how to support kids that may be being lost amidst behavior issues.
- **A.Howell** - Doesn’t feel that people are angry with teachers. Would like increased transparency. Thinks there may be disconnect. Both students not as positive about school anymore
- **D.Weaver** – personal commentary regarding her students decisions regarding ongoing enrollment at RA. Concerned about how RA is collecting student’s input on concerns and making sure

- **S.Eckerly** – Understands that teachers have had a lot of added pressure from COVID and are exhausted. Believes is “top down” environment. Believes we need to find missing link of where the issues on attrition is.
- **Ella K.** student. Feels like the consequences that are being given are not sufficient and that all students should not be punished for a few student’s actions.
- **H.Ervine** – recent incident of bullying as to her child, where she feels bullying wasn’t dealt with appropriately. Wants to re-instill privilege of being at RA and to utilize wait list for students that want to be at RA.

6. Administration Reports – Outlines of Reports are now included in the google slide deck at the link provided above. *See* the slide deck linked above for details.

- Principals Report - Michelle Boyd provided a summary of her report with regard to the high school. 73% of high school finished trimester with 3.0 or higher. End of Trimester awards on Monday. Tuesday is Powder Puff games. Ms. Rinker provided a summary of her report with regard to the middle school. Students receiving PBIS lessons. Also have 73% of student on honor roll. Would like to encourage parents to get involved so that more middle school events can be held. Parents can reach out to offer day-to-day help and for larger events, calls for volunteers will go out. Kendra Gruber provided summary of her report with regard to the elementary school.
- Student Achievement Report - Mr. Cosme provided a summary of his report.
- Deans of Students Report– Harold Smith provided summary of high school Webber provided summary.
- CEO Report – Dr. Buli - [November 2022_CEO](#) Dr. Buli provided a summary.

7. Committees Meeting updates – Committee Chairs - Outlines of Reports are now included in the google slide deck at the link provided above. *See* the slide deck for details. D.Rufo commented on Climate and Culture Committee – at end of last year, decided we would wait until fall to re-convene committee. If interested please email Dan at Dan.rufo@rak12.org

- Development Committee –Dr. Buli provided summary and the slide deck has highlights of the summary.
- Curriculum & Achievement - Dan Rufo provided report.
- Standing Executive Session on HR – Beth Falcone provided report.
- Finance Committee – Written report was shared in google slide deck. Yvan Francois provided a summary.
- Strategic Planning Committee – Written report was shared in google slide deck. Yvan Francois provided a summary.
- Legislative Committee – Written report was shared in google slide deck. Greg Queen provided report. Discussion was held regarding Legislative Conference held at RA with elected officials and candidates.
- Equality and Equity Committee - Sujaya Narahari provided report.
- Ad-Hoc Climate and Culture Committee - Mark Grenier/Dan Rufo provided report.
- Business Manager’s Report – Carol Schaeffer. Reports were in folder.

8. Policy Reviews/Resolutions

- **Tuition Reimbursement** – **Third Reading.** Motion to approve Tuition Reimbursement Policy made by G.Scott, Seconded by E.Falcone. Votes cast as follows:

	Yes	No	Abstained
D. Rufo	√		
E. Falcone	√		
M. Reynolds	√		
G.Scott	√		
G.Queen	√		
M. Greiner	√		
S.Narahari	√		
Y.Francois	√		
G.Anne Waskiewicz	√		
G.Supplee	√		
S.Akinfenwa	√		
J. Duncan	√		
M.Toloubadei			√
Total	13	0	1

Result: All in favor and none opposed, motion passes. **The Tuition Reimbursement Policy is Adopted.**

9. New Business

- **Volunteer Clearances requirement** – Discussion on consideration of aligning clearances for volunteers from 3 to 5 years to align with State requirement to remove impediments for volunteers at RA. Proposal is to look at who the change would affect, what the costs are and whether the change is something that makes sense.
- **Nominations for:**
 - **President** – Only Beth Falcone expressed interest.
 - Motion to nominate Beth Falcone made by G.Scott, 2nd by S.Narahari .Votes cast as follows:

	Yes	No	Abstained
D. Rufo	√		
E. Falcone	√		
M. Reynolds	√		
G.Scott	√		
G.Queen	√		
M. Greiner	√		
S.Narahari	√		

Y.Francois	√		
G.Anne Waskiewicz	√		
G.Supplee	√		
S.Akinfenwa	√		
J. Duncan	√		
M.Toloubadei	√		
Total	13	0	

Result: All in favor and none opposed, motion passes. **Elizabeth Falcone is**

Nominated for the office of President.

- **V.President** – Only Greg Queen and Mark Grenier expressed interest. Motion to nominate Greg Queen made by Monica Reynolds, 2nd – Beth Falcone. Votes cast as follows:

	<u>Yes</u>	<u>No</u>	<u>Abstained</u>
D. Rufo	√		
E. Falcone	√		
M. Reynolds	√		
G.Scott	√		
G.Queen	√		
M. Greiner	√		
S.Narahari	√		
Y.Francois	√		
G.Anne Waskiewicz	√		
G.Supplee	√		
S.Akinfenwa	√		
J. Duncan	√		
M.Toloubadei	√		

Result: All in favor and none opposed, motion passes. **Greg Queen is Nominated for the office of Vice-President.**

- Motion to nominate Mark Griener made by Beth Falcone – 2nd by Monica Reynolds. Votes cast as follows:

	<u>Yes</u>	<u>No</u>	<u>Abstained</u>

D. Rufo	√		
E. Falcone	√		
M. Reynolds	√		
G.Scott	√		
G.Queen	√		
M. Greiner	√		
S.Narahari	√		
Y.Francois	√		
G.Anne Waskiewicz	√		
G.Supplee	√		
S.Akinfenwa	√		
J. Duncan	√		
M.Toloubadei	√		

Result: All in favor and none opposed, motion passes. **Mark Greiner is Nominated for the office of Vice-President.**

10. **Adjournment.** Motion to Adjourn made at 9:01 p.m. by M.Reynolds, Seconded by G.Scott. All in favor and none opposed. Motion carries. **Meeting ADJORNED.**
11. **Executive Session** – CEO Rubric Review – to be held on December 1, 2022 at 6:30 via zoom.

Monica Mathews Reynolds

Monica Mathews Reynolds, Trustee and Recording Secretary