



# American Dream Charter School

## ADCS Board of Trustees Monthly Meeting

SY24-25

Published on July 19, 2024 at 4:50 PM EDT  
Amended on July 22, 2024 at 4:51 PM EDT

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### Date and Time

Monday July 22, 2024 at 5:30 PM EDT

### Location

403 Concord Avenue  
Bronx, NY 10454

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>5:30 PM</b>
<b>A.</b> Record Attendance			1 m
<b>B.</b> Call the Meeting to Order			1 m
<b>C.</b> Approve Minutes	Approve Minutes		1 m
<b>D.</b> Executive Session - HR Matters	Discuss	Nicholas Gallagher	5 m
<b>II. Educational Success</b>			<b>5:38 PM</b>

	Purpose	Presenter	Time
<b>A.</b> BENCHMARK 1: Student Performance	FYI	Nicholas Gallagher	1 m
<b>B.</b> BENCHMARK 2: Teaching and Learning	FYI	Nicholas Gallagher	1 m
<ul style="list-style-type: none"> <li>• Summer Boost Update</li> <li>• Regents Prep Update</li> </ul>			
<b>C.</b> BENCHMARK 3: Culture, Climate, and Student and Family Engagement	Discuss	Nicholas Gallagher	5 m
<b>III. Organizational Soundness</b>			<b>5:45 PM</b>
<b>A.</b> BENCHMARK 4: Financial Condition	Discuss	Nicholas Gallagher	2 m
<ul style="list-style-type: none"> <li>• <b>Account balances</b></li> </ul>			
<b>B.</b> BENCHMARK 5: Financial Management	Discuss	Nicholas Gallagher	5 m
<b>C.</b> BENCHMARK 6: Board Oversight and Governance:	Discuss	Nicholas Gallagher	5 m
<ul style="list-style-type: none"> <li>• <b>ADS Workplace Violence Prevention Policy Statement</b></li> <li>• <b>District and School Safety Plans - Public Meeting to receive feedback (Wednesday 8/14)</b></li> <li>• <b>Annual Report Update</b> <ul style="list-style-type: none"> <li>◦ <b>Financial Disclosure Doc sent via Docusign</b></li> <li>◦ <b>Board Self Assessment (via BoardOnTrack)</b></li> <li>◦ <b>Strategic Planning: Extend goal identified in the last strategic plan survey which were: Fundraising, Succession plan, Board recruitment and expansion, School visits throughout the year</b></li> </ul> </li> </ul>			
<b>D.</b> BENCHMARK 7: Organizational Capacity		Nicholas Gallagher	5 m
<ul style="list-style-type: none"> <li>• <b>Staffing update</b></li> <li>• <b>Open Positions</b> <ul style="list-style-type: none"> <li>◦ <b>MS Spanish</b></li> <li>◦ <b>2 HS Math</b></li> <li>◦ <b>HS Chemistry/Earth Science</b></li> </ul> </li> <li>• <b>12 positions filled</b> <ul style="list-style-type: none"> <li>◦ <b>2 returning staff members re-assigned new roles</b></li> </ul> </li> </ul>			

	Purpose	Presenter	Time
<b>IV. Faithfulness to Charter &amp; Law</b>			<b>6:02 PM</b>
<b>A.</b> BENCHMARK 8: Mission and Key Design Elements	Discuss	Nicholas Gallagher	1 m
<b>B.</b> BENCHMARK 9: Enrollment, Recruitment, and Retention	FYI	Nicholas Gallagher	3 m
<ul style="list-style-type: none"> <li>• <b>Projected Enrollment update for SY24-25</b> <ul style="list-style-type: none"> <li>◦ 6th grade - 84</li> <li>◦ 7th grade - 86</li> <li>◦ 8th grade - 86</li> <li>◦ 9th grade - 87</li> <li>◦ 10th grade - 97</li> <li>◦ 11th grade - 85</li> <li>◦ 12th grade - 70</li> <li>◦ total projected enrollment: 595 students</li> </ul> </li> </ul>			
<b>C.</b> BENCHMARK 10: Legal Compliance	Discuss	Nicholas Gallagher	1 m
<b>V. Other Business</b>			
<b>VI. Closing Items</b>			<b>6:07 PM</b>
<b>A.</b> Adjourn Meeting	Vote		1 m

# Coversheet

## BENCHMARK 6: Board Oversight and Governance:

**Section:** III. Organizational Soundness  
**Item:** C. BENCHMARK 6: Board Oversight and Governance:  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** ADS Workplace Violence Prevention Policy Statement.pdf



## **Workplace Violence Prevention Policy Statement**

American Dream Charter School is committed to the safety and security of our employees. Workplace violence presents a serious threat to the safety of our school community including students, staff and parents/guardians and any other campus guests.

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.
- Stalking an employee to cause fear of harm to an employee's physical safety and health.

Acts of violence against American Dream Charter School employees where any work-related duty is performed will be thoroughly investigated and appropriate action will be taken. All employees are responsible: for creating an environment of mutual respect for each other as well as clients; following all workplace policies, procedures and practices; and for assisting in maintaining a safe and secure work environment.

Our workplace violence prevention policy is designed to meet the requirements of NYS Labor Law 27b and highlights some of the elements that are found within our Workplace Violence Prevention Program. The workplace violence prevention law and regulation specify that employers must provide for employee participation in the workplace violence prevention program through an authorized employee representative. Authorized Employee Representative(s) have a right to, at minimum, be involved in:

- evaluating the physical workplace environment to determine workplace violence risk factors;
- developing the Workplace Violence Prevention Program and;
- reviewing workplace violence incident reports at least once a year 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.

All employees will participate in the Workplace Violence Prevention Training Program when they are first assigned to our workplace and once a year after that.

The goal of this policy is to promote the safety and well-being of all people in our workplace. All incidents of violence or threatening behavior will be responded to immediately upon notification. All personnel are responsible for notifying the contact person designated below of any violent incidents or threatening behavior, including threats they have witnessed, received, or have been told about by another person.

### **Middle School Designated Contact Person:**

Name: Beatriz Bañuelos

Title: Campus Director



**High School Designated Contact Person:**

Name: Jesus Garcia

Title: Campus Director