



Blackstone Valley Prep Mayoral Academy

Board Meeting

Date and Time

Monday June 14, 2021 at 5:30 PM EDT

Location: Online at <http://bit.ly/BVPBoard61421>

Materials available at <http://bit.ly/BVPBoardMaterials61421>

Agenda

I. Opening Items

Opening Items

- A. Record Attendance and Guests
- B. Call the Meeting to Order
- C. Vote to Approve Minutes 4/26/21

- D. Election of Board Members & Honoring of Board Service
- E. Public Comment
Public comment welcome, with 3 minutes allotted per speaker.

II. Recurring Items

- A. CEO Report

- School Highlights
- Human Capital Update
- School Data Update (Attendance, Suspension, Academic Indicators)
- Media/Advocacy
- Fundraising/Partnerships
- Committee Meetings

B. Finance Director Report

- Board Dashboard
- Balance Sheet
- Cash Flow
- YTD Budget to Actual

III. Previous Business Items

A. Amendments to By-laws

B. ESSER Funding

IV. New Business Items

A. Facilities - Bond Issue Authorization

B. Budget 2021-2022

C. Title IX Policy Update

D. COVID Response and Update

E. Summer 2021 Planning Update

V. Closing Items

A. Adjourn Meeting

Coversheet

Vote to Approve Minutes 4/26/21

Section: I. Opening Items
Item: C. Vote to Approve Minutes 4/26/21
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board Meeting on April 26, 2021

APPROVED



Blackstone Valley Prep Mayoral Academy

Minutes

Board Meeting

Date and Time

Monday April 26, 2021 at 5:30 PM

Location: Online at <http://bit.ly/BVPBoard42621>

Materials available at <http://bit.ly/BVPBoardMaterials42621>

Directors Present

J. Morton (remote), J. Mutter (remote), J. Silva (remote), J. Waters (remote), M. Magee (remote), R. Vrees (remote), W. Murray (remote)

Directors Absent

J. Almond, J. Diossa, M. Zuluaga

Guests Present

A. Fatal (remote), B. Dowd (remote), C. Losea (remote), E. Laskowski (remote), Ed Laskowski (remote), J. Chiappetta (remote), J. Falk (remote), M. DeMatteo (remote), M. Emet (remote), S. Anderson (remote), T. Tonino (remote)

I. Opening Items

A. Record Attendance and Guests

Members of the public present: Ted Vecchio, Kate Conroy

B.

Call the Meeting to Order

J. Mutter called a meeting of the board of directors of Blackstone Valley Prep Mayoral Academy to order on Monday Apr 26, 2021 at 5:35 PM.

C. Vote to Approve Minutes 3/29/21

J. Morton made a motion to approve the minutes from Board Meeting on 03-29-21.

W. Murray seconded the motion.

The board **VOTED** unanimously to approve the motion.

D. Election of Board Officer

As J. Almond is the current Vice Chair but is no longer the Town Administrator of Lincoln, the Board expressed intent to elect a new Vice Chair, and nominate Central Falls Mayor Rivera to the role. Though she is not at this meeting, she has expressed willingness to take on this role.

J. Silva made a motion to appoint Mayor Rivera as Vice Chair of the Board of Directors.

M. Magee seconded the motion.

The board **VOTED** unanimously to approve the motion.

E. Public Comment

No public comment

II. Recurring Items

A. CEO Report

J. Chiappetta presented highlights of the CEO report as included in Board Packet:

- BVP continues to expand its in-person teaching and reopening, and is doing its best to accommodate all families who want their children to be in-person while staying in line with all health and safety guidelines.
- BINAX testing continues as one of many safety layers, though we have experienced false positives that have impacted classrooms having to quarantine
- Virtual art show is live, with scholar artwork displayed online.
- Colleen Colarusso, Chief Schools Officer has resigned, after 12 years with BVP.
- College signing day will be held May 21; college acceptances continue to roll in for our seniors.
- Chronic absenteeism is up across BVP and across the state; much higher than usual. Chronic absenteeism is alarming, and BVP is taking each absence seriously with follow up happening by schools for every chronically absent scholar. The rate has been getting better since in-person has been an option for 5-12.

W. Murray made a motion to accept the CEO Report as included in Board Packet.

J. Silva seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. Finance Director Report

C. Losea presented highlights of CFO Report as included in the Board Packet

- Finance Subcommittee still needs to convene relative to budget, and pending legislation regarding to PPP loan may impact final budget. We do not have an amended budget to present at this time.
- BankRI reports that the SBA has moved BVP's forgiveness to "pending approval" status, and we are hoping for a final decision by the next Board meeting.
- Financial ratios continue to be strong and exceed funder requirements
- Spending will increase as more staff and scholars are attending in-person and needing classroom supplies.

J. Silva made a motion to approve CFO Report as included in Board Packet.

J. Morton seconded the motion.

The board **VOTED** unanimously to approve the motion.

III. Previous Business Items

A. Amendments to By-laws

The governance committee has included proposed updates to bylaws in Board Packet for review; biggest change is the inclusion of Term Limits.

Board agrees to table the discussion until Governance Committee chair M. Zuluaga is present.

R. Vrees made a motion to table until next meeting.

W. Murray seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. Response from RIDOH re: BINAX Now Testing

BVP had petitioned RIDE and RIDOH do support schools' ability to require COVID testing to attend school in person. They responded that they do not support such a requirement.

The Board discussed reactions to this response; Dr. R. Vrees noted that it seems like a short sighted decision as we attempt to keep schools open; Dr. Morton also disagreed with the decision but understood the difficult decision that RIDE and RIDOH were in with potential backlash from a testing requirement. J. Silva asked about whether vaccines are required for staff. At this time they are not required, but school staff has been prioritized for vaccines and staff has been strongly encouraged to get vaccinated. Approximately 85-90% of BVP staff is currently vaccinated. Also encouraging athletes and any scholars over 16+ to get vaccinated as eligibility has expanded. J. Waters noted that at Skip Nowell is similar ratios, but she is noticing rifts between vaccinated and unvaccinated

community members. R. Vrees volunteered to host a session to talk to kids and/or families about getting vaccinated.

IV. New Business Items

A. Diversity Equity Inclusion Committee Report

The DEI subcommittee met, including M. Magee, Mayor Rivera, Mayor Mutter, J. Waters, J. Giraldo, S. Anderson, A. Fatal, and J. Chiappetta. The discussion was around big issues were and hopes for the committee, particularly how the Board support DEI work at BVP

The committee defined its purpose is to dive deep into issues related to DEI and present recommendations to the full Board. Board involvement in this work can set a tone that this work is high priority and the hope is that the Board can help drive important actions and solutions.

B. Athletics Update: Football co-op opportunity

Athletic Director Ed Laskowski discussed an opportunity presented by Central Falls for BVP to join co-op and offer the opportunity for BVP scholars to participate in football. This would allow for BVP to expand its athletic offerings, while solidifying the program for Central Falls and its athletes. At this time it would be a minimal financial commitment for BVP.

The Board supported BVP in pursuing this opportunity, as it gives additional opportunity for our students, and helps fill a gap in athletics program that actually contributes to some BVP scholars choosing to attend different high schools. The Board did express a need to ensure that parents are well informed of all risks and safety protocols so they can make informed decisions about participation, and that the program prioritize safety and ensure proper coaching and protocols to minimize risk and injury.

C. ESSER Funding

J. Chiappetta and C. Losea presented updates regarding BVP's Federal ESSER funding and how it has been, and will be, spent. They also solicited feedback and ideas from the Board on how it additional funds should be spent over the next several years.

- ESSER 1 allowed BVP to purchase licenses for web based learning platforms, technology, and related equipment;
- Spending is related to RIDE priorities including learning, equity, accelerated pathways, and LEAP

J. Waters suggested that we think about ways to get more kids one-to-one attention, speaking with her experience as a mom when her daughter was struggling on distance learning; she also suggested investing in mental health resources and counseling

J. Silva suggested continuing to invest in technology

R. Vrees recommended thinking about programming around the destigmatization of mental health issues, normalizing it at all age levels, and teaching young kids how to navigate mental health issues

J. Mutter brought up a concern that we make sure that BVP considers sustainability and future budgeting so we don't have to take away important resources that we've come to rely on once the funding runs out.

V. Closing Items

A. Adjourn Meeting

R. Vrees made a motion to adjourn.

J. Silva seconded the motion.

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:03 PM.

Respectfully Submitted,

B. Dowd

Coversheet

Election of Board Members & Honoring of Board Service

Section: I. Opening Items
Item: D. Election of Board Members & Honoring of Board Service
Purpose: Vote
Submitted by:
Related Material: Garcia_CV_brown_format_52621.pdf

Revised 8/21/2017

5/5/2021

CURRICULUM VITAE
Dioscaris R. Garcia, PhD

Business or Mailing Address

[REDACTED]

Business Telephone Number

[REDACTED]

Business Fax Number

[REDACTED]

Electronic Mail Address

[REDACTED]

EDUCATION

Undergraduate

University of Rhode Island

BS Microbiology, Minor in Chemistry, 2000-2004

Graduate

Brown University

PhD Molecular Pharmacology and Physiology, 2005-2012

Thesis Title: Sigma-2 Receptor-Mediated Cytotoxicity and Calcium Signaling: Evidence for Bifurcating Pathways

POSTGRADUATE TRAINING

Post-Doctoral Scholar under Christopher T. Born, MD, Lifespan, Providence, RI 2013-2015

Visiting Scientist, Brown University, Providence, RI 2013-2015

Post-Doctoral Scholar under Wayne D. Bowen, Brown University, Providence, RI 2012-2013

POSTGRADUATE HONORS AND AWARDS

1. Awarded 2021 Brown University Office of Diversity and Multicultural Affairs and Faculty Affairs (ODMA FA) Mentorship Award in Diversity and Equity in Medicine (MADE). -2021
2. Awarded 2021 Diversity and Inclusion Action Plan Community Award for Faculty at Brown University. -2021
3. Awarded Citation from RI State Senate for Heroism and Service to the Community of Central Falls and Pawtucket during the COVID-19 Pandemic. -2021
4. Awarded Citation from RI State House for Heroic Efforts to help the City of Central Falls during the COVID-19 Pandemic. -2021
5. Awarded Citation from City of Pawtucket for Heroic Efforts to help the City of Pawtucket during the COVID-19 Pandemic. -2021

6. Awarded Citation from Black and Latino Caucus for Efforts to help the Minority Community during the COVID-19 Pandemic. -2021
7. Recognized by Central Falls Mayoral Office as a Community Hero During the COVID-19 Pandemic. -2021
8. Recognized by Central Falls School District for Guidance during the COVID-19 Pandemic. -2021
9. Recognized by Hispanic Chamber of Commerce and Black and Latino Caucus for Service to the Community during COVID-19 -2021.
10. Awarded Citation from RI State Senate for “Visionary Leadership and Invaluable Guidance, and Exceptional Leadership, and Dedicated Community Service during the COVID-19 Pandemic” -2020.
11. Recognized by Pawtucket School District for Leadership and Guidance during COVID-19 Pandemic -2020.
12. Recognized by Central Falls City Council and Mayoral Office for Exceptional Service to the Community during COVID-19 -2020.
13. Stein-Bellet Research Fellow, Sippelle Family Foundation Research Fellow, Sr. Research Scientist, The Diane N. Weiss Center for Orthopaedic Trauma Research, Rhode Island Hospital, Providence, RI 2013-Present
14. Brown University Excellence in Research Mentoring Award Winner, 2019.
15. Nominated for Dean’s Award on Excellence in Teaching and Mentoring 2018, 2019.
16. RI Inno 50 on Fire Winner 2018
17. Recognized as a RI State Wavemaker 2016-2018
18. Awarded Citation from Governor Gina Raimondo for being Named RI State Wavemaker
19. Rhode Island Business Plan Competition: MedTech and Overall Winner for BI Medical, LLC. 2017.
20. Providence Business News Top 40 under 40: Winner, 2017.
21. Awarded Citation from State Treasurer Seth Magaziner for being Named Top 40 Under 40.
22. Providence Business News Most Innovative Biotechnology Company: Winner, 2017.

MILITARY SERVICE (List rank and dates of service)

N/A

PROFESSIONAL LICENSES AND BOARD CERTIFICATION

N/A (List, with dates awarded)

ACADEMIC APPOINTMENTS

Co-Director, The Diane N. Weiss Center for Orthopaedic Trauma Research, Rhode Island Hospital, Providence, RI 2017-Present

Assistant Professor of Molecular Pharmacology, Physiology and Biotechnology, Brown University, Providence, RI 2017-Present

Assistant Professor of Orthopaedics (Research), The Alpert Medical School of Brown University, Providence, RI 2017-Present

Instructor of Molecular Pharmacology, Physiology and Biotechnology, Brown University, Providence, RI 2015-2017

Instructor of Orthopaedics (Research), The Alpert Medical School of Brown University, Providence, RI 2015-2017
Teaching Assistant, Brown University, Providence, RI 2006-2011

HOSPITAL APPOINTMENTS

Senior Research Scientist, Rhode Island Hospital 2013-Present

OTHER APPOINTMENTS

Reviewer, Injury Journal, 2020-Present
Reviewer, Biofouling Journal, 2020-Present
Vice-President, Central Falls Youth Baseball Association, RI. 2021-Present
Chairman, Board of Advisors, The United Community Martial Arts Institute of Rhode Island, RI 2019-Present
Board of Advisors, Regional Fight Sports, Providence, RI 2019-2020
Board of Advisors, BioSci Labs, LLC. Coventry, RI 2017-2019
Scientific Advisor, BI Medical, LLC. Coventry, RI 2017-Present
Chief Technical Officer, BI Medical, LLC. North Kingston, RI 2015-2016
Director of Biomedical Research and Operations, Material Science Associates, LLC. North Kingston, RI 2014-2016
Associate/ Laboratory Director, Material Science Associates, LLC. North Kingston, RI 2013-2016
Consultant, BioIntraface, Inc., North Kingston, RI 2013-2016
Research Associate, Process Development, Amgen Inc., West Greenwich, RI 2004-2005
Research Associate, University of Rhode Island, Kingston, RI 2003-2004
Research Associate, Hybrigene LLC., West Kingston, RI 2002-2003

HOSPITAL COMMITTEES

Department of Orthopaedics Equipment Committee, Rhode Island Hospital, Providence, RI. 2018-Present.
Department of Orthopaedics Diversity and Inclusion Action Plan Committee, Rhode Island Hospital, Providence, RI. 2021-Present.

UNIVERSITY COMMITTEES

N/A

MEMBERSHIP IN SOCIETIES

American Society for Microbiology
Orthopaedic Research Society
Sigma Xi Society
European Society of Clinical Microbiology and Infectious Diseases

PUBLICATIONS LIST

ORIGINAL PUBLICATIONS IN PEER-REVIEWED JOURNALS

1. Socha AM, **Garcia D**, Sheffer R, Rowley DC. Antibiotic bisanthraquinones produced by a streptomycete isolated from a cyanobacterium associated with Ecteinascidia turbinata. *Journal of Natural Products*. 2006 Jul;69(7):1070-3
2. Nhiem Tran, Michael N. Kelley, Phong A. Tran, **Dioscaris R. Garcia**, John D. Jarrell, Roman A. Hayda and Christopher T. Born Silver Doped Titanium Oxide - PDMS Hybrid Coating Inhibits Staphylococcus aureus and Staphylococcus epidermidis Growth on PEEK. – *Mater Sci Eng C Mater Biol Appl*. 2015 Apr;49:201-9.
3. Eltorai, Adam EM, Haglin, Jack, Perera, Sudheesha, Brea, Bielinsky A, Ruttiman, Roy, **Garcia, Dioscaris R**, Born, Christopher T, Daniels, Alan H. Antimicrobial Technology in Orthopedic and Spinal Implants. *World J Orthop*. 2016 June 18; 7(6): 361-369.
4. **Garcia DR**, Deckey D, Haglin JM, Emanuel T, Mayfield C, Eltorai AEM, Spake CS, Jarrell JD, Born CT. Commonly Encountered Skin Biome-Derived Pathogens after Orthopedic Surgery. *Surg Infect (Larchmt)*. 2019 Mar 6. doi: 10.1089/sur.2018.161.
5. Jack M. Haglin, **Dioscaris R. Garcia**, Daniel L. Roque, Carole SL. Spake, John D. Jarrell, Christopher T. Born. Assessing the Efficacy of a Silver Carboxylate Antimicrobial Coating on Prosthetic Liners. *Journal of Prosthetics and Orthotics*. August 7, 2019 - Volume Online First - Issue – p doi: 10.1097/JPO.0000000000000271
6. Johnson JP, Born CT, Thomas N, Truntzer J, Mansuripur PK, Kleiner J, McAlister ST, **Garcia D**, Korupolu S, Development of a novel murine femur fracture and fixation model. *Journal of Orthopaedics* (2019), doi: <https://doi.org/10.1016/j.jor.2019.06.015>.
7. Li Yue, Kayleigh Sullivan, **Dioscaris R. Garcia**, Brett D Owens. A Review of Biological Mechanisms of Bone Tunnel Enlargement Following Anterior Cruciate Ligament Reconstruction. *JBJS Reviews: April 2020 - Volume 8 - Issue 4 - p e0120* doi: 10.2106/JBJS.RVW.19.00120
8. **Dioscaris R Garcia**, David G Dekey, Alexandra Zega, Cory Mayfield, Carole S L Spake, Toby Emanuel, Alan Daniels, John Jarrell, Jillian Glasser, Christopher T Born, Craig P Ebersson. Analysis of Growth and Biofilm Formation of Bacterial Pathogens on Frequently Used Spinal Implant Materials. *Spine Deform*. 2020 Jun;8(3):351-359. doi: 10.1007/s43390-020-00054-z. Epub 2020 Feb 24.
9. **Dioscaris Garcia**, Cory K Mayfield, Jacqueline Leong, David G Dekey, Alexandra Zega, Jillian Glasser, Alan H Daniels, Craig Ebersson, Andrew Green, Christopher Born. Early Adherence and Biofilm Formation of Cutibacterium acnes (formerly Propionibacterium acnes) On Spinal Implant Materials. *The Spine Journal Spine J*. 2020 Jan 20. pii: S1529-9430(20)30001-2. doi: 10.1016/j.spinee.2020.01.001. [Epub ahead of print] PMID: 31972305.
10. Ellis Berns, Mursal Gardezi, Caitlin Barrett, Carole Spake, Jillian Glasser, Valentin Antoci, Christopher T. Born, **Dioscaris Garcia**. Current Clinical Methods for Detection of Periprosthetic Joint Infection. *Surg Infect (Larchmt)*. 2020 Feb 11. doi: 10.1089/sur.2019.314. [Epub ahead of print] PMID: 32043924.
11. Mursal Gardezi, Daniel Roque, Douglas Barber, Carole SL Spake, Jillian Glasser, Ellis Berns, Valentin Antoci, Christopher Born, **Dioscaris R. Garcia**. Wound Irrigation in Orthopedic Open Fractures: A Review. *Surgical Infections Journal*. Published Online:25 Jun 2020 <https://doi.org/10.1089/sur.2020.075>
12. Ambler M, Springs S, **Garcia D**, Born C. Heterogeneity of outcomes for intraoperative music interventions: a scoping review and evidence map [published online ahead of print,

- 2020 Aug 19]. *BMJ Evid Based Med.* 2020;bmjebm-2020-111382. doi:10.1136/bmjebm-2020-111382
13. Adrian Turcu, Ellis Berns, Caitlin Barrett, Carole Spake, Jacqueline Leong, Christopher T. Born, **Dioscaris Garcia**. Computational Analysis and Visualization of Biofilm Development on Implant Materials. Orthopaedic Trauma Association Annual Meeting. Oct. 21-24, Conference Paper.
 14. **Garcia D**, Gardezi M, Suliman Y, Glasser J, Spake CS, Barrett C, Berns E, Jenkins D, Evans A, Cohen E, Eberson C, Hayda R, Daniels A, Green A, Owens B, Antoci V, Born CT. Fluorescent-conjugated antibodies as rapid ex vivo markers for bacterial presence on orthopedic surgical explants and synovium: A pilot study. *J Orthop Res.* 2020 Nov 23. doi: 10.1002/jor.24924. Online ahead of print.
 15. Jillian Glasser, Michael Mariorenzi, Travis Blood, Seth O'Donnell, Dioscaris Garcia, Valentin Antoci. Distal femoral valgus cut angles unreliable in total knee arthroplasty, *Journal of Orthopaedics*, Volume 24, 2021, Pages 29-33, ISSN 0972-978X, <https://doi.org/10.1016/j.jor.2021.02.010>.
 16. Valentin Antoci Jr., Jillian Glasser, **Dioscaris R. Garcia**, Shaun Patel. THE CASE OF DISAPPEARING TIBIA IN RHEUMATOID KNEE TENOSYNOVITIS. *Journal of Bone and Joint Surgery.* –**Accepted to Journal of Orthopedic Case Reports**.
 17. Justin Kleiner, Joey Johnson, Jeremy Truntzer, Scott McAllister, Mursal Gardezi, Melanie Ambler, Olivia Cummings, Matt Deren, **Dioscaris R. Garcia**, Christopher Born. The Effect of Smoking Cessation on Serum Biomarkers of Fracture Healing. *Journal of Orthopaedic Research.* –**Submitted for Review**
 18. Dominique M. Dockery, Sai Allu, Troy Li, Jillian Glasser, Valentin Antoci, Christopher T. Born, **Dioscaris R. Garcia**. Pre-operative Skin Surgical Preparation Solutions – A Review of Current Standards –**Submitted for Review**
 19. Glasser, Jillian; Barrow, Brooke; Moon, Andrew; **Garcia, Dioscaris**; Antoci, Valentin. Acetabular Component Position Highly Variable in Early Practice. *HIP International* – **Submitted for Review**
 20. Dominique M. Dockery, Sai Allu, Jillian Glasser, Valentin Antoci, Christopher T. Born, MD, **Dioscaris R. Garcia**. Comparison of periprosthetic joint infection rates in the direct anterior approach and non-anterior approaches to primary total hip arthroplasty: A systematic review and meta-analysis. –**Submitted for Review**
 21. **Dioscaris Garcia**, Cory Mayfield, Jacqueline Leong, David Deckey, Alexandra Zega, Jillian Glasser, Alan H Daniels, Andrew Green, Valentin Antoci, Christopher Born. Silver Carboxylate-doped Titanium Dioxide-PDMS Coating Inhibits Cutibacterium acnes Early Adherence and Biofilm Formation on Materials of Orthopaedic Relevance. – **Submitted for Review**
 22. **Dioscaris R. Garcia**, Anthony Minnah, Jacqueline Leong, Jillian Glasser, Eric Nguyen, Valentin Antoci, Christopher Born. Silver Carboxylate eluting Titanium-dioxide Polydimethylsiloxane coating inhibits Multi-Drug Resistant Acinetobacterium baumannii and Vancomycin-Resistant Enterococcus faecalis adherence on Orthopaedic Implant Materials. –**Submitted for Review**
 23. Carole Spake, Ellis Berns, Douglas Barber, Adrian Turcu, Lori Sahakian, Jillian Glasser, Caitlin Barrett, Valentin Antoci, Christopher T. Born, **Dioscaris Garcia**. Fluorescent in Vitro Visual and Quantitative Characterization of Methicillin Sensitive Staphylococcus aureus and Pseudomonas aeruginosa Biofilm Growth on an Orthopedic Implants. – **Submitted for Review**

24. Andrea Gilmore, Ellis Berns, Christopher T. Born, Craig Ebersson, Alan Daniels, Valentin Antoci, **Dioscaris Garcia**. Silver Carboxylate and Titanium Dioxide-Polydimethylsiloxane Coating decreases Adherence of Multi Drug Resistant *Serratia marcescens* on Spinal Implant Materials. –**Submitted for Review**

OTHER PEER-REVIEWED PUBLICATIONS

N/A

BOOKS AND BOOK CHAPTERS

1. Anita Shukla, Dioscaris R. Garcia, Jillian Glasser, Valentin Antoci. Osteolysis and Implant Loosening. Orthopaedic Basic Science: Foundations of Clinical Practice, Chapter 8, Fifth Edition, Wolters Kluwer, 2021.

OTHER NON-PEER REVIEWED PUBLICATIONS

N/A

CORPORATE AUTHORSHIP OR MULTICENTER TRIALS

N/A

ABSTRACTS

1. Paper Presentation: A. Clayton, C. Barrett, C. Moscinski, E. Berns, A. Turcu, J. Glasser, N. Vishwanath, C. S. L. Spake, S. Allu, L. Sahakian, D. Barber, V. Antoci, C. Born, **D. Garcia**; Brown Univ., Providence, RI. Dynamics of Biofilm Formation and Development of *Pseudomonas aeruginosa* and *Staphylococcus epidermidis* on PEEK. ASM/FEMS World Microbe Forum, June 20-24, Live-Streamed Due to COVID-19 Restrictions.
2. Paper Presentation: D. Dockery, S. Allu, N. Vishwanath, E. Berns, T. Li, V. Antoci, C. Born, D. Garcia; Brown Univ., Providence, RI. Synergistic Effects of Silver-carboxylate on Chlorhexidine Gluconate in the Context of Preventatives of Surgical Site Infections by *Cutibacterium acnes* (*C. acnes*) and MRSA. ASM/FEMS World Microbe Forum, June 20-24, Live-Streamed Due to COVID-19 Restrictions.
3. Paper Presentation: N. Vishwanath, S. Allu, A. Turcu, L. Sahakian, E. Berns, A. Clayton, V. Antoci, C. Born, D. Garcia; Brown Univ., Providence, RI. Characterization of *Pseudomonas aeruginosa* and *Staphylococcus epidermidis* Biofilm Developmental Dynamics on Titanium Alloy Spinal Implants. ASM/FEMS World Microbe Forum, June 20-24, Live-Streamed Due to COVID-19 Restrictions.
4. Paper presentation: Dominique M. Dockery, Sai Allu, Jillian Glasser, Valentin Antoci, Christopher T. Born, **Dioscaris R. Garcia**. Comparison of Periprosthetic Joint Infection Rates in the Direct Anterior Approach and Non-anterior Approaches to Primary Total Hip Arthroplasty. AAOS 2021 Annual Meeting, August 31 - September 3 in San Diego, California.
5. Poster Presentation: Ellis Berns, **Dioscaris R. Garcia**, Ahsia Clayton, Catherine Moscinski, Adrian Turcu, Caitlin Barrett, Valentin Antoci, Christopher T. Born. Rapid Visualization and Analysis of Fluorescently Conjugated Antibodies as Ex-Vivo Markers

for Bacterial Presence on Orthopaedic Explants, Tissue, and Synovial Fluid. AAOS 2021 Annual Meeting, August 31 - September 3 in San Diego, California.

6. Podium Presentation: Ellis M. Berns; **Dioscaris R. Garcia**; Christopher Born; Caitlin Barrett; Adrian Turcu; Catherine Moscinski; Ahsia Clayton; Valentin Antoci. Removal Of Staphylococcus Epidermidis Biofilm From Orthopedic Implants With A Novel Irrigation Cocktail. Orthopaedic Research Society Annual Meeting, Long Beach California, February 13-16, 2021.
7. Podium Presentation: Adrian Turcu; Ellis Berns; Caitlin Barrett; Ahsia Clayton; Catherine Moscinski; Christopher Born; Valentin Antoci; **Dioscaris Garcia**. Rapid Visualization and Analysis Of Orthopaedic Device Related Infections With A Novel Software. Orthopaedic Research Society Annual Meeting, Long Beach California, February 13-16, 2021.
8. Podium Presentation: Dominique M. Dockery; Sai Allu; Jillian Glasser; Valentin Antoci; Christopher T. Born; **Dioscaris R. Garcia**. Comparison Of Periprosthetic Joint Infection Rates In The Direct Anterior Approach And Non-anterior Approaches To Primary Total Hip Arthroplasty. Orthopaedic Research Society Annual Meeting, Long Beach California, February 13-16, 2021.
9. Podium Presentation: Jillian Glasser; Valentin Antoci; Brooke Barrow; Christopher Born; **Dioscaris Garcia**. Titanium Surface Roughness May Increase Bacterial Adherence On Orthopedic Implants. Orthopaedic Research Society Annual Meeting, Long Beach California, February 13-16, 2021.
10. Podium Presentation: Caitlin Barrett; Ellis Berns; Gabriella Sansaricq; Christopher Born; **Dioscaris R. Garcia**. Usage Of A Point Of Service Rapid Visualization Assay In The Delineation Of Surgical Site Infection. Orthopaedic Research Society Annual Meeting, Long Beach California, February 13-16, 2021.
11. Podium Presentation: Ryan A. Bain; Christopher Born; **Dioscaris R. Garcia**. An Analysis of The Chemical And Physical Properties Of Polyetheretherketone (PEEK) Implants Coated With A Silver Carboxylate Titanium-Dioxide Polydimethylsiloxane (TiO₂-PDMS) Antimicrobial Matrix. Orthopaedic Research Society Annual Meeting, Long Beach California, February 13-16, 2021.
12. Podium Presentation: Turcu, Adrian, Berns, Ellis, Barrett, Caitlin, Spake, Carole, Leong, Jacqueline, Born, Christopher, Garcia, Dioscaris. "Application of a Novel Software for Analysis and Visualization of Biofilms on Implant Materials" (2020). Warren Alpert Medical School Academic Symposium. Brown Digital Repository. Brown University Library. <https://repository.library.brown.edu/studio/item/bdr:1149006/>
13. Podium Presentation: Dockery, Dominique, Allu, Sai, Born, Christopher, Garcia, Dioscaris. "Silver-Carboxylate/Chlorhexidine Gluconate Eluting Hybrid Matrix as Preventatives of Surgical Site Infections by MRSA and Cutibacterium acnes (C. acnes)" (2020). Warren Alpert Medical School Academic Symposium. Brown Digital Repository. Brown University Library. <https://doi.org/10.26300/05vf-de74>

14. Podium Presentation: Valentin Antoci, Jillian L Glasser, Brooke Barrow, Christopher Born, **Dioscaris Garcia**. Titanium Surface Roughness May Increase Bacterial Adherence on Orthopedic Implants. 30th AAHKS Annual Meeting. November 5 – 8, 2020. Dallas, Texas, USA.
15. Podium Presentation: Adrian Turcu, Ellis Berns, Caitlin Barrett, Carole Spake, Jaqueline Leong, Christopher Born, and **Dioscaris Garcia**. Computational Analysis and Visualization of Biofilm Development on Implant Materials 36th OTA Annual Meeting, September 30th-October 3rd, 2020. Nashville, Tennessee.
16. Poster Presentation: C. Barrett, E. Berns, A. Turcu, C. Born, **D. Garcia**. Rapid Detection of Endotoxin and Bacterial Content on Surgical Materials & Allografts. ASM Microbe 2020, June 18-22, 2020, Chicago, USA. Meeting Cancelled because of Corona Pandemic.
17. Poster Presentation: Ellis Berns, Caitlin Barrett, Adrian Turcu, Carole Spake, Christopher Born, and **Dioscaris Garcia**. In vitro platform for the prevention and removal of microbial biofilms during wound debridement with a multi-functional irrigation agent. 30th ECCMID 2020, Abstract number: 4120, Paris, France. Meeting Cancelled because of Corona Pandemic.
18. Poster Presentation: Caitlin Barrett, Ellis Berns, Jacqueline Leong, **Dioscaris Garcia**, and Christopher Born. A rapid visualization assay for the detection of orthopaedic-related infection on surgical hardware, tissue, synovial fluid and allografts. 30th ECCMID March, 18, 2020, Abstract number: 4123, Paris, France. Meeting Cancelled because of Corona Pandemic"
19. Poster Presentation: Caitlin Barrett; Jillian Glasser; **Dioscaris Garcia**; Christopher Born. A Rapid Visualization Assay For The Detection Of Orthopedic Related Infection On Surgical Hardware, Tissue, Synovial Fluid And Allografts. Orthopaedic Research Society Meeting. Phoenix, Arizona Feb. 2020.
20. Poster Presentation: **Dioscaris R. Garcia**; Troy Li; Christopher Born Silver Carboxylate Antimicrobial: A Novel Wound Care Therapeutic. Orthopaedic Research Society Meeting. Phoenix, Arizona Feb. 2020.
21. Poster Presentation: Alexis Fairman; Soobin Wang; Dahlia Alkekhia; Alessia Battigelli; Wentian Yang; Douglas Moore; Valentin Antoci; **Dioscaris R. Garcia**; Christopher Born; Roy Aaron; Joseph Crisco; Anita Shukla Modification Of Biomaterials With Polyelectrolyte Multilayer Films For Controlled Delivery Of Osteolysis Inhibitors. Orthopaedic Research Society Meeting. Phoenix, Arizona Feb. 2020.
22. Poster Presentation: Ellis M. Berns; Lori Sahakian; Carole SL Spake; Zayn Biviji; **Dioscaris R. Garcia**; Christopher T. Born In-vitro Platform For The Prevention And Removal Of Microbial Biofilms During Wound Debridement With A Multi-functional Irrigation Agent. Orthopaedic Research Society Meeting. Phoenix, Arizona Feb. 2020
23. Poster Presentation: Ryan Bain, Andrea Gilmore, **Dioscaris Garcia**, and Christopher Born. An Assessment of the Biofilm-Prevention Efficacy of a Silver Carboxylate Eluting

- Titanium Dioxide and Polydimethylsiloxane Matrix on Spinal Implant Materials 2019 Annual AIChE Student Conference” and went from November 8-11 in Orlando.
24. Poster Presentation: Berns E, Barrett C, Turcu A, Sahakian L, **Garcia D**, Born, C "In-Vitro Platform for the Removal of Microbial Biofilms and Bacterial Content with an Irrigation Solution. *Warren Alpert Medical School Academic Symposium*. Providence, RI, November, 2019.
 25. Poster Presentation: **Dioscaris Garcia**, Zayn Biviji, Carole Spake, Ellis Berns, Christopher Born. Quantitative In-Vitro Model for the Visualization and Characterization of Bacterial Biofilms on Medical Implants. ASM/ESCMID Conference on Drug Development, Boston, MA on September 3-6, 2019.
 26. Poster Presentation: **Dioscaris Garcia**, Troy Li, Sai Allu, C. Born. Silver-Carboxylate Eluting Hybrid Matrix Coated Sutures as Preventatives of Surgical Site Infections by *Cutibacterium acnes*. ASM/ESCMID Conference on Drug Development, Boston, MA on September 3-6, 2019.
 27. Poster Presentation: **Dioscaris Garcia**, Andrea Gilmore, Ryan Bain, Christopher Born. Silver Carboxylate-Eluting Titanium Dioxide Polydimethyl Siloxane Coating Prevents *Serratia marcescens* Adherence on PEEK. ASM/ESCMID Conference on Drug Development, Boston, MA on September 3-6, 2019.
 28. Poster Presentation: **Dioscaris Garcia**, Grace Plassche, Olivia Lee, and Christopher Born. Novel Enviromimetic Culturing Prototype for Elucidation of Soil-Derived Marine Bacteria. ASM/ESCMID Conference on Drug Development, Boston, MA on September 3-6, 2019.
 29. Poster Presentation: **Dioscaris Garcia**, Sai Allu, Troy Li, and Christopher Born. Silver-Carboxylate Eluting Hybrid Matrix Coated Sutures as Preventatives of Surgical Site Infections by Methicillin-Resistant *Staphylococcus aureus*. ASM/ESCMID Conference on Drug Development, Boston, MA on September 3-6, 2019.
 30. Poster Presentation: Lori Sahakian, Ellis Berns, **Dioscaris Garcia**, and Christopher Born. Biofilm Platform for Development of Irrigation Agents. Brown University Summer Research Symposium, August 1, 2019-August 2, 2019, Brown University, Providence RI.
 31. Poster Presentation: Troy Li, **Dioscaris Garcia**, and Christopher Born. Silver Carboxylate Antimicrobial: A Novel Wound Care Therapeutic for the Antibiotic Resistant Era. Brown University Summer Research Symposium, August 1, 2019-August 2, 2019, Brown University, Providence RI.
 32. Poster Presentation: Andrea Gilmore, Ryan Bain, **Dioscaris Garcia**, Christopher Born. An Analysis of the Antimicrobial Effects of a Silver Carboxylate Coating on Multi Drug Resistant *Serratia marcescens* on Orthopaedic Biomaterials. Brown University Summer Research Symposium, August 1, 2019-August 2, 2019, Brown University, Providence RI.
 33. Poster Presentation: Caitlin Barrett, Gillian Melikian, Zeenat Gardezi, **Dioscaris Garcia**, and Christopher Born. Determining Endotoxin Content and Bacterial Colonization using a Rapid Visualization Assay on Synovial Fluid, Tissue and Allografts. Brown University

Summer Research Symposium, August 1, 2019- August 2, 2019. Brown University, Providence, RI.

34. Poster Presentation: Gillian Melikian, Caitlin Barrett, Zeenat Gardezi, **Dioscaris Garcia**, Christopher Born. Detection of Bacterial Colonization and Endotoxin Content Surgical Material and Tissue Allografts via Rapid Immunologic Screening. INBRE SURF, July 26, 2019. University of Rhode Island, Kingston, RI.
35. Podium Presentation: Gilmore, Andrea J. **Dioscaris Garcia**, Christopher, Born. Silver Carboxylate Coating Prevents Adherence of Multi Drug Resistant *Serratia marcescens* on Polyetherether Ketone. 4th International PEEK Meeting, April 25-26, 2019. Washington, D.C.
36. Podium Presentation: Garcia, D.R., Jarrell, J.D., Born, C.T. The Efficacy of a Silver Carboxylate Coating on Prosthetic Liners. 2019 American Academy of Orthotists and Prosthetists. March 6-9, 2019. Orlando, FL.
37. Poster Presentation: **Dioscaris R. Garcia**; Troy Li; Daniel Roque; Christopher Born. Eradication of Methicillin-Resistant *Staphylococcus aureus* and *Propionibacterium acnes* Colonization by a Silver Carboxylate Complex-Eluting Skin Surgical Prep. 2019 Orthopaedic Research Society. February 2-5, 2019. Austin, TX.
38. Poster Presentation: **D. R. Garcia**, C. C. Spake, C. Fonseca, D. Barber, C. T. Born; Combinatorial Platform for the Visualization and Quantification of Bacterial Biofilms on Orthopaedic Implants. 8th Annual American Society for Microbiology: Biofilms. October 7-11, 2018. Washington D.C.
39. Poster Presentation: **D. R. Garcia**, J. Glasser, I. Lopez Lopez, L. Sipprelle, J. Leong, M. Gardezi, Y. Suliman, C. T. Born; A Rapid Visual Quantitative Diagnostic Methodology for the Detection of Bacterial Infections in Orthopaedics. 8th Annual American Society for Microbiology: Biofilms. October 7-11, 2018. Washington D.C.
40. Poster Presentation: **Dioscaris R. Garcia**, Troy Li, Dan Roque, Christopher T. Born; Silver Carboxylate Complex-Eluting Skin Surgical Prep Eliminates Methicillin-resistant *Staphylococcus aureus* and *Propionibacterium acnes* Colonization. 8th Annual American Society for Microbiology: Biofilms. October 7-11, 2018. Washington D.C.
41. Poster Presentation: Spake C., Fonseca C., **Garcia, D.**, Born C. Platform for the Visualization of Bacterial Biofilms on Orthopaedic Implants. Brown University Warren Alpert Medical School Annual Summer Research Showcase. October, 2018. Providence, RI.
42. Poster Presentation: **Dioscaris R. Garcia**, Troy Li, Dan Roque, Christopher T. Born. Eradication of Methicillin-Resistant *Staphylococcus aureus* and *Propionibacterium acnes* Colonization by a Silver Carboxylate Complex-Eluting Skin Surgical Prep. When to Heal: Timing Interventions for Maximal Effectiveness -- Wound Care Symposium. September 14-15, 2018. Providence, RI.
43. Podium Presentation: **Dioscaris R. Garcia**, PhD, John D. Jarrell, PhD, PE Christopher T. Born. Inhibiting *Pseudomonas aeruginosa* Growth Associated with Prosthetic Liners.

- 2018 American Orthotic Prosthetic Association. September 25-29th, 2018. Vancouver, Canada.
44. Poster Presentation: Li T, Garcia DR, Born CT. Silver Carboxylate Complex-Eluting Surgical Skin Prep Eliminates Methicillin-resistant Staphylococcus aureus and Propionibacterium acnes Colonization. Brown University Summer Research Symposium, Providence, RI. August, 2018.
 45. Poster Presentation: Glasser J, Lopez IL, Leong J, Sipprelle L, **Garcia DR**, Born CT. Rapid Visualization Quantitative Diagnostic Tool for the Detection of Bacterial Bioburden. Brown University Summer Research Symposium, Providence, RI. August, 2018.
 46. Poster Presentation: Plassche G, **Garcia DR**, Born CT. Novel Culture Methodologies to Maximize the Growth of Rare Actinomyces and Their Production of Secondary Bioactive Metabolites with Antimicrobial Activity. Brown University Summer Research Symposium, Providence, RI. August, 2018.
 47. Poster Presentation: Gilmore A, **Garcia DR**, Born CT. An Analysis of the Antimicrobial Effects of a Silver Carboxylate Coating on Multi-Drug Resistant Serratia marcescens on Orthopaedic Biomaterials. Brown University Summer Research Symposium, Providence, RI. August, 2018.
 48. Poster Presentation: Fonseca C, Spake CSL, **Garcia DR**, Born CT. Platform for the Visualization of Bacterial Biofilms on Orthopaedic Implants. Brown University Summer Research Symposium, Providence, RI. August, 2018.
 49. Poster Presentation: Jillian Glasser; Immaris Lopez Lopez; Jaqueline Leong BA; Lynne Sipprelle; **Dioscaris Garcia, PhD**; Christopher Born, MD. Rapid Visualization Quantitative Diagnostic Tool for the Detection of Bacterial Bioburden. 11th Annual RI-INBRE-SURF Conference. July 27th, 2018. Kingston, RI.
 50. Podium Talk: Christopher T. Born and **Dioscaris R. Garcia**. Rapid Visualization and Classification of Bacterial Biofilms on Orthopaedic Materials. Foundation for Orthopaedic Trauma Meeting. February 2nd, 2018. Las Vegas, NV.
 51. Poster Presentation: D. Roque, **D. Garcia**, J. Haglin, C. Born. Imparting Antibiotic-Independent Antimicrobial Properties to Prosthetic Liners Through the Application of a Silver-doped Hybrid Coating. ASM/ESCMID Conference on Drug Development to Meet the Challenge of Antimicrobial Resistance. September 6-8th, 2017. Boston, Massachusetts.
 52. Podium Presentation: Justin Kleiner, Joseph Johnson, Jeremy Truntzer, Scott McAllister, Mathew Edward Deren, Mursal Gardezi, Olivia Cummings, Melanie Ambler, **Dioscaris Garcia**, Christopher T. Born. The Effect of Smoking Cessation on Serum Biomarkers of Fracture Healing. Orthopaedic Trauma Association. October 12, 2017.
 53. Poster Presentation: Anthony Minnah, Eric Nguyen, **Dioscaris R. Garcia**, John D. Jarrell, Christopher Born. An Analysis of the Antimicrobial Effects of a Ag-doped TiO₂-PDMS coating on the adherence and proliferation of Multidrug Resistant A. baumannii and Vancomycin Resistant E. faecalis on Orthopaedic Biomaterials. 2017 AAOS/OTA/SOMOS/ORS Extremity War Injuries XII: Homeland Defense as a Translation of War Lessons Learned (EWI XII) research symposium. January 30-February 1, 2017, Washington D.C.

54. Paper Presentation: David G. Deckey, Alexandra Zega, **Dioscaris R. Garcia**, Alan Daniels, John Jarrell, Craig Eberson, Christopher T. Born. Analysis of Growth and Biofilm Formation of Bacterial Pathogens on Frequently-Used Spinal Instrumentation. AAOS, 2017, Annual Meeting, March 14-18 in San Diego, California.
55. Poster Presentation: Kevin Mertz; **Dioscaris R. Garcia**; John Jarrell; Christopher Born. A Silver-based, Titanium Dioxide/polymer-hybrid Coating as a Preventative for C. Albicans Biofilms. Orthopaedic Research Society, March 19-22, 2017, San Diego, California.
56. Poster Presentation: Douglas T. Barber; **Dioscaris Garcia**; Christopher Born. Rapid Detection and Quantification of Biofilms on Orthopaedic Implants. Orthopaedic Research Society, March 19-22, 2017, San Diego, California.
57. Poster Presentation: Cory K. Mayfield, Alexandra Zega, David Deckey, **Dioscaris Garcia**, John D. Jarrell, Christopher Born. Adherence and Proliferation of Propionibacterium acnes on Materials of Orthopaedic Relevance. ASM Microbe 2016 in Boston, Massachusetts, June 16-June 20, 2016.
58. Poster Presentation: Jack M. Haglin, Artym V. Hayda, **Dioscaris R. Garcia**, John D. Jarrell, and Christopher T. Born. Assessing the Efficacy of Silver-doped Antimicrobial Coatings on Prosthetic Liners. ASM Microbe 2016 in Boston, Massachusetts, June 16-June 20, 2016.
59. Poster Presentation: Cobb, Caryn, Fox, Henry M., Deckey, David G., Kondo, Ayano, Hayda, Artym V., **Garcia, Dioscaris R.**, Daniels, Alan, Jarrell, John D., Born, Christopher T. Development of in vitro Co-Culture Model for the Detection and Quantification of Biofilm on Orthopaedic Explants. Student National Medical Association Dr. Wilbert C. Jordan Research Forum, Austin, Texas March 23-27, 2016.
60. Poster Presentation: **Dioscaris R. Garcia**, Alan H. Daniels, Alexandra Zega, David Deckey, Ayano Kondo, John Jarrell, Craig Eberson, Andrew Green, Roman A. Hayda, Christopher Born. Characterization of the Adherence Patterns and Biofilm Density of Commonly Encountered Bacterial Pathogens to Spinal Instrumentation of Differing Compositions. Orthopaedic Research Society, Orlando FL, March 5-8, 2016.
61. Poster Presentation: Deckey DG, **Garcia DR**, Daniels AH, Zega AM, Kondo A, Jarrell JD, Eberson CP, Green A, Hayda RA, Born CB. Characterization of the Adherence Patterns and Biofilm Density of Commonly Encountered Bacterial Pathogens to Spinal Instrumentation of Differing Compositions. Poster Presentation. 10th Annual Massachusetts Medical Society (MMS) Research Poster Symposium, Waltham, MA, December 2015.
62. Poster Presentation: Anthony Minnah, Eric M. Nguyen, **Dioscaris R. Garcia**, John D. Jarrell, Christopher Born. Characterization of the Antimicrobial Effects of a Silver-Doped Titanium Dioxide-PDMS Hybrid Coating on the Adherence and Proliferation of Multi-Drug Resistant A. baumannii on Spinal Implant Rods of Varying Compositions. Biomedical Engineering Society Annual Meeting, Tampa, FL, October 7-10 2015.
63. Poster Presentation: Anthony Minnah, Eric Nguyen, **Dioscaris R. Garcia**, John D. Jarrell, Christopher Born. An Analysis of the Antimicrobial Effects of a Ag-doped TiO₂-PDMS coating on the adherence and proliferation of Multidrug Resistant A. baumannii and Vancomycin Resistant E. faecalis on Orthopaedic Biomaterials. Biomedical Engineering Society Annual Meeting, Minneapolis, MN, October 5-8 2016.

64. Poster Presentation: Anthony Minnah, Eric Nguyen, **Dioscaris R. Garcia**, John D. Jarrell, Christopher Born. An Analysis of the Antimicrobial Effects of a Ag-doped TiO₂-PDMS coating on the adherence and proliferation of Multidrug Resistant *A. baumannii* and Vancomycin Resistant *E. faecalis* on Orthopaedic Biomaterials. Society for the Advancement of Chicanos and Native Americans in Science National Conference, Long Beach, CA, October 13- 15 2016.
65. Poster Presentation: Gardezi M, **Garcia D**, Born C, Jarrell J. Effects of Temperature and Ionic Strength on Rapid Visualization Assay for Identifying Gram Negative and Gram Positive Bacteria on Orthopedic Infection Sites: POSTER #41. Rhode Island Hospital Poster Symposium October, 2016.
66. Poster Presentation: Barber D, **Garcia D**, Born C. Developing a Model for the Classification of Bacterial Biofilms on Orthopaedic Materials. Rhode Island Hospital Poster Symposium October, 2016.
67. Poster Presentation: Irons B, Hayda T, **Garcia D**, Born C. Elucidation and Purification of Secondary Bioactive Metabolites with Antimicrobial Activity from Natural Sources: POSTER #26. Rhode Island Hospital Poster Symposium October, 2016.
68. Poster Presentation: Mertz K, **Garcia D**, Born C. A Silver-based, Titanium Dioxide/polymer-hybrid Coating as a Preventative for *C. albicans* Biofilms: POSTER #42. Rhode Island Hospital Poster Symposium October, 2016.
69. Poster Presentation: Minnah A, Jarrell JD, **Garcia DR**, Born C. An Analysis of the Antimicrobial Effects of a Ag-doped TiO₂-PDMS Hybrid Coating on *E. faecalis* on Orthopaedic Biomaterials: POSTER #43. Rhode Island Hospital Poster Symposium October, 2016.
70. Poster Presentation: Gardezi M, **Garcia D**, Born C, Jarrell J. Effects of Temperature and Ionic Strength on Rapid Visualization Assay for Identifying Gram Negative and Gram Positive Bacteria on Orthopedic Infection Sites: POSTER #41. Brown University Summer Undergraduate Poster Symposium. August, 2016.
71. Poster Presentation: Barber D, **Garcia D**, Born C. Developing a Model for the Classification of Bacterial Biofilms on Orthopaedic Materials. Brown University Summer Undergraduate Poster Symposium. August, 2016.
72. Poster Presentation: Irons B, Hayda T, **Garcia D**, Born C. Elucidation and Purification of Secondary Bioactive Metabolites with Antimicrobial Activity from Natural Sources: POSTER #26. Brown University Summer Undergraduate Poster Symposium. August, 2016.
73. Poster Presentation: Mertz K, **Garcia D**, Born C. A Silver-based, Titanium Dioxide/polymer-hybrid Coating as a Preventative for *C. albicans* Biofilms: POSTER #42. Brown University Summer Undergraduate Poster Symposium. August, 2016.
74. Poster Presentation: Minnah A, Jarrell JD, **Garcia DR**, Born C. An Analysis of the Antimicrobial Effects of a Ag-doped TiO₂-PDMS Hybrid Coating on *E. faecalis* on Orthopaedic Biomaterials: POSTER #43. Brown University Summer Undergraduate Poster Symposium. August, 2016.
75. Podium Talk: **Dioscaris R. Garcia**, Alan H. Daniels, Alexandra M. Zega, David G. Deckey, Ayano Kondo, John D. Jarrell, Craig P. Ebersson, Andrew Green, Roman A. Hayda, and Christopher T. Born. Characterization of the Adherence Patterns and Biofilm Density of Commonly Encountered Bacterial Pathogens to Spinal Instrumentation of

- Differing Compositions. Scoliosis Research Society, September 30-October 3, 2015, Minneapolis, Minnesota, USA.
76. Poster Presentation: Nhiem Tran, Michael N. Kelley, Phong A. Tran, **Dioscaris R. Garcia**, Alan Daniels, John D. Jarrell, Roman A. Hayda, and Christopher T. Born. Silver Doped Titanium Oxide - PDMS Hybrid Coating Inhibits Staphylococcus aureus and Staphylococcus epidermidis Growth on PEEK, 2nd International PEEK Meeting, Washington D.C., April, 2015.
 77. Poster Presentation: Adherence Patterns and Biofilm Density of Commonly Encountered Bacterial Pathogens to Spinal Instrumentation of Differing Compositions with Silver-Doped Polydimethylsiloxane/Titanium Dioxide Coatings, Alexandra Zega, David G. Deckey, Henry M. Fox, Ayano Kondo, Artym Hayda, **Dioscaris Garcia, PhD**, Alan Daniels, MD, Craig Ebersson, John D. Jarrell, PhD, and Christopher T. Born, MD. 2015 Annual Undergraduate Research Poster Day in the Biological Sciences, Providence, RI, April, 2015.
 78. Poster Presentation: Development of an in vitro Co-Culture Model for the Detection and Quantification of Biofilm on Orthopaedic Explants, Caryn B.C. Cobb, Henry M. Fox, Janice A. Havasy, David G. Deckey, Artym V. Hayda, Alan Daniels, MD, Craig Ebersson, MD, John D. Jarrell, PhD, **Dioscaris R. Garcia, PhD**, and Christopher T. Born, MD. 2015 Annual Undergraduate Research Poster Day in the Biological Sciences, Providence, RI, April, 2015.
 79. Poster Presentation: Development of an in vitro Co-Culture Model for the Detection and Quantification of Biofilm on Orthopaedic Explants, Caryn B.C. Cobb, Henry M. Fox, Janice A. Havasy, David G. Deckey, Artym V. Hayda, Alan Daniels, MD, Craig Ebersson, MD, John D. Jarrell, PhD, **Dioscaris R. Garcia, PhD**, and Christopher T. Born, MD. New England Science Symposium, Boston, MA April, 2015.
 80. Poster Presentation: A Silver-Doped TiO₂-PDMS Hybrid Coating to Deter Infection in Orthopaedic Surgery, David G. Deckey, Alexandra Zega, Henry M. Fox, Ayano Konda, **Dioscaris Garcia, PhD**, Alan Daniels, MD, Craig Ebersson, MD, John D. Jarrell, PhD, and Christopher T. Born, MD. 2015 Annual Undergraduate Research Poster Day in the Biological Sciences, Providence, RI, April, 2015.
 81. Poster Presentation: Development of a Rapid-Detection Assay for the Visualization and Quantification of Bacterial Colonization and Biofilm Formation on Orthopaedic Trauma Explants, Henry M. Fox, Janice Havasy, Caryn B. Cobb, David G. Deckey, Ayano Kondo, Artym V. Hayda, **Dioscaris R. Garcia, PhD**, Alan Daniels, MD, John D. Jarrell, PhD, and Christopher T. Born, MD. 2015 Annual Undergraduate Research Poster Day in the Biological Sciences, Providence, RI, April, 2015.
 82. Podium Talk: **Dioscaris R. Garcia**, PhD., Henry Fox, Caryn Cobb, Janice Havasy Alan Daniels, MD, John Jarrell, PhD., Craig Ebersson, MD, Roman A. Hayda, MD, Christopher T. Born Development of a Rapid-Detection Assay for the Visualization and Quantification of Bacterial Colonization and Biofilm Formation on Orthopaedic Trauma Explants, Foundation for Orthopaedic Trauma Research, Las Vegas, NV, March 2015.
 83. Poster Presentation: Visualization and Characterization of Bacterial Biofilm on Orthopaedic Trauma Explants, Henry M. Fox, David G. Deckey, Ayano Kondo, Artym V. Hayda, **Dioscaris R. Garcia, PhD**, Alan Daniels, MD, John D. Jarrell, PhD, and Christopher T. Born, MD. Brown University Undergraduate Summer Research Symposium, 2014. Brown University, August, 2014, Providence, RI.

84. Poster Presentation: The Characterization of Biofilm Formation on Spinal Implants of Varying Compositions. David G. Deckey, Henry M. Fox, Ayano Kondo, **Dioscaris Garcia, PhD**, Alan Daniels, MD, John D. Jarrell, PhD, and Christopher T. Born, MD. Brown University Undergraduate Summer Research Symposium, 2014. Brown University, August, 2014, Providence, RI.
85. Poster Presentation: Mullur, Jyotsna, **Garcia, Dioscaris**, Bowen, Wayne. Characterization of Sigma-2 Mediated Signaling in Human Neuroblastoma. Brown University Undergraduate Honors Symposium. April, 2012.
86. Poster Presentation: Pham, Vincent, **Garcia, Dioscaris**, Bowen, Wayne. Sigma-2 Receptor-Activated of SPC Transiently Mobilizes $[Ca^{2+}]_i$ in the SK-N-SH Neuroblastoma Cell Line. Brown University Undergraduate Honors Symposium. April, 2012.
87. Poster Presentation: Savoca, Emily, **Garcia, Dioscaris**, Bowen, Wayne. Sigma-2 Receptor Expression in Proliferating Tumor Cells and Changes in Drug Sensitivity. Brown University Undergraduate Honors Symposium. May, 2011.
88. Poster Presentation: **Garcia, Dioscaris**, McCurdy, Christopher R., Bowen, Wayne. Sigma-2 Receptor-Mediated Apoptosis and Calcium Signaling: Are They Bifurcating Pathways?. Society for Neuroscience, November, 2010. 470.17.
89. Poster Presentation: **Garcia, Dioscaris**, Bowen, Wayne. Exploring the sigma-2 receptor-selective ligand SN79 as a tool for studying possible sigma-2 receptor heterogeneity. NABRIT Conference. March 2010.
90. Poster Presentation: **Garcia, Dioscaris**, Bowen, Wayne. Sphingosylphosphorylcholine promotes cell survival and proliferation parallel to sigma-2 receptor ligand CB-64D in Neuroblastoma SK-N-SH cells. NABRIT Conference. March, 2008.

SCHOLARLY WORK PUBLISHED IN OTHER MEDIA

1. Brown Boosts Immunity combats vaccine hesitancy in Rhode Island. Brown Herald, Publish date: 2/8/21 by Oliver Keen.
2. Smoother orthopedic implants may minimize bacterial adherence. Rheumatology News, Publish date: September 18, 2015. By: Doug Brunk
3. PBN Top 40 Under Forty, PBN. Published date: 7/20/17. By: PBN Staff.
4. Introducing Rhode Islands Inno's Inaugural 50 on Fire. Published date: 12/19/17. By: Courtney Gabrielson.
5. Laser Focus, Brunonia, Published date: 7/9/2018. By: Amy Anthony.
6. URI Senior Aims for Career in Cancer Research. URI Today. Published date: 5/5/2004. By Todd McLeish.

INVITED PRESENTATIONS

1. Seminar Presentation: Translational Approaches to Orthopaedic-Related Infections. **Dioscaris R. Garcia**, Rhode Island Hospital Department of Orthopaedics Seminar. April, 2016.
2. Seminar Speaker: Characterization of the Adherence Patterns of Staphylococcus aureus on Various Spinal Implant Materials, **Dioscaris R. Garcia, PhD**, Alan Daniels, MD, Craig Ebersson, MD, John D. Jarrell, PhD, and Christopher T. Born, MD. Orthopaedic Department Seminar, Rhode Island Hospital, January, 2014 Providence, RI.

3. Guest Lecturer: Brown University. The Importance of Intellectual Property in Biotechnology, October, 2016.
4. Invited Participant: Rally for Medical Research Hill Day, Washington D.C., September, 2013.
5. Invited Speaker: University of Rhode Island, 6th INBRE SURF Conference, July, 2013.
6. Invited Panelist: Morgan State University. 13th Annual Graduate Career Workshop, September, 2012.
7. Guest Lecturer: Brown University. Principles of Pharmacology, July, 2012.

GRANTS

- 1) \$65,000 2012 Stein/Bellet Foundation for Research Fellowship in Orthopaedic Trauma awarded to Dioscaris Garcia, PhD for FY 2013-2014
- 2) \$20,000 2013 Born CT (PI). Visualization and quantification of bacterial biofilm on orthopaedic trauma explants. Research Grant from Foundation for Orthopedic Trauma (FOT), USA Study Report submitted to FOT Board
- 3) \$64,000 2013 Born CT (PI), Ebersson CP (Co-PI). Bacterial adherence to spinal instrumentation of differing compositions. Stryker Spine Study Report #RA111001 completed and submitted
- 4) \$65,000 2014 Stein/Bellet Foundation for Research Fellowship in Orthopaedic Trauma awarded to Dioscoras Garcia, PhD for FY2014-2015
- 5) \$20,000 2015 Born CT (PI), Truntzer J (Co-PI) Orthopaedic Trauma Association Resident Research Grant "Does Timing of Smoking Cessation Impact Bone Healing? Research scheduled to begin summer 2015
- 6) \$50,000 2015 Sipprelle Family unrestricted research grant (to be paid over 3 years) for the Research Fellowship in Orthopaedic Trauma awarded to Dioscaris Garcia, PhD for FY2015-2016
- 7) \$20,000 2015 Stein/Bellet Foundation Unrestricted Grant for support for Research Fellowship in Orthopaedic Trauma FY2015-2016
- 8) \$50,000 2016 to Weiss Center for Orthopaedic Trauma Research, Born CT (Principal Knowledge Provider) for Innovation Voucher by Rhode Island Commerce Corporation to study additional development and clinical laboratory testing of an antibiotic-independent antimicrobial applicator with broad spectrum effectiveness against Drug-Resistant Bacteria (Grant research completed and submitted on time, 2/2017)
- 9) \$16,000 2016 Foundation for Orthopaedic Trauma Rapid Detection and Quantification of Biofilms on Tissue and Fluids
- 10) \$9,348 2017 Rhode Island IdEA Network for Excellence in Biomedical Research Award Summer Undergraduate Research Fellowship (INBRE-SURF), Co-PI with Christopher T. Born, MD "Comparative Analysis of a Novel Microbial Detection System and Gram Staining Utilizing Synovial Fluid"
- 11) \$9,348 2018 Rhode Island IdEA Network for Excellence in Biomedical Research Award Summer Undergraduate Research Fellowship (INBRE-SURF), Co-PI with Christopher T. Born, MD. "Assessment of the Translational Capabilities of a Visual Diagnostic Tool for the Rapid Detection of Orthopedic Related Infections on Hardware, Tissue and Synovial Fluid."
- 12) \$100,000 Unrestricted Grant by the Sipprelle family in support of the Weiss Center for Orthopaedic Trauma Research (\$25,000 per year over 4 years)

- 13) \$10,130 2019 MTF Biologics Grant, Co-PI with Christopher T. Born, MD. Detection and Quantification of Bacterial Colonization and Endotoxin Content on Tissue Allografts via Rapid Immunologic Screening.
- 14) \$4,000 2019 Rhode Island IdEA Network for Excellence in Biomedical Research Award Summer Undergraduate Research Fellowship (INBRE-SURF), Co-PI with Christopher T. Born, MD. "Detection of Bacterial Colonization and Endotoxin Content on Surgical Material and Tissue Allografts via Rapid Immunologic Screening."
- 15) \$12,100 2019 Foundation for Orthopaedic Trauma, Co-PI with Christopher T. Born, MD and Brett Owens, MD. "Detection and Quantification of Bacterial Colonization and Endotoxin Content on Tissue Allografts via Rapid Immunological Screening."
- 16) \$6,000 2020 Diane N. Weiss Foundation, Grant to support PPE and summer research for Dioscaris R. Garcia, PhD.
- 17) \$8,476 2020 Rhode Island IdEA Network for Excellence in Biomedical Research Award Summer Undergraduate Research Fellowship (INBRE-SURF), Co-PI with Christopher T. Born, MD. "Rapid Detection of Endotoxin and Bacterial Content on Surgical Materials & Allografts."
- 18) \$20,000 2020 Foundation for Orthopaedic Trauma, Co-PI with Christopher T. Born, MD and Valentin Antoci, MD, PhD. "Silver Carboxylate Eluting Titanium Dioxide-Polydimethyl Siloxane Antimicrobial as an Effective Wound Care Antimicrobial against Biofilm-Forming Antibiotic-Resistant Bacteria and Persister Cells".
- 19) \$163, 709 2021-2023 1R03AI159776-01 National Institutes of Health R03 Grant, USA "Silver Carboxylate-Eluting Titanium Dioxide/Polydimethyl Siloxane Antibiotic-Independent Antimicrobial Coating as a Safe and Efficacious Alternative for Antibiotic Resistance".
- 20) \$7,500 2021, Emerging Infectious Disease Scholars (EIDS) Program Dioscaris Garcia, Neel Vishwanath, Sai Allu, Valentin Antoci, MD, PhD, Christopher Born, MD. Silver Carboxylate Eluting Titanium Dioxide-Polydimethyl Siloxane Antimicrobial as an Effective Wound Care Antimicrobial against Biofilm Forming Antibiotic-Resistant Bacteria and Persister Cells/ Assessment of the Potential Necrotic and Apoptotic Effects of Silver-Carboxylate/Chlorhexidine Gluconate Pre-Surgical Skin Preparation Solution on Primary Human Cell Lines Involved in Wound Healing.

UNIVERSITY TEACHING, ADVISING and MENTORING ROLES

1. Michael Amankwaah, Rutgers University-Newark, Leadership Alliance (2021)
2. Gabriella Sansaricq, Brown University, '24 MD
3. Neel Vishwanath, Brown University, '25 MD
4. Ahsia Clayton, Brown University, '24 MD
5. Nikki Moscinski, Brown University, '24 MD
6. Dominique Dockery, Brown University, '23 MD, Summer Assistantship

7. Drew Clippert, Brown University, '22 Sc.B. Health and Human Biology
8. Ellia Jouffroy, Brown University, '22 Sc.B. Biochemistry and Biology
9. Nicolas Ortega, Brown University, '22 Sc.B. Biomedical Engineering (UTRA, 2020)
10. Alexis Fairman, Brown University, '20 ScM, Biomedical Engineering
11. Lori Sahakian, Brown University '20 BS, Biology, Honors, (LINK, 2019)
12. Gillian Melikian, Providence College (Summer Internship, RI-INBRE Grant)
13. Adam Fuller, Brown University '21 BS, Biology
14. Ellis Berns, Brown University (PLME) '18 Sc.B. in Neuroscience, Alpert Medical School '22
15. Ryan Bain, Brown University '21 BS, Biochemical Engineering, (LINK, 2019, UTRA, 2020)
16. Zayn Biviji, Brown University '21 Sc.B Applied Mathematics-Biology
17. Sai Allu, Brown University (PLME) '21 BS, MD '25 (Summer Research Assistantship, 2020)
18. Olivia Lee, Brown University, Sc.B. Applied Mathematics, '19
19. Celina Fonseca University of Massachusetts (Amherst), BS Biochemistry and Molecular Biology '20
20. Jacqueline Leong, Brown University Alpert Medical School, MD '21
21. Lynne Sippelle, Horace Mann School '19 (Summer Internship)
22. Latsany Lopez, Sophia Academy '15 (Brown University Sophia-Royce Summer Internship 2018)
23. Caitlin Barrett, Brown University, BA Biology '21, (Royce Fellowship, 2020, SURF, 2020)
24. Carole Spake, Brown University Alpert Medical School, MD '21
25. Irmaris Lopez-Lopez, University of Puerto Rico, BS '19 (Karen T. Romer Undergraduate Teaching and Research Award Team Grant 2018 \$3570)

26. Patricia Rodarte, Brown University (PLME) BA Health/Human Biology, '20, MD '24 (2018 Awarded and declined Brown Summer Research Assistantship (SRA))
27. Troy Li, Brown University, ScB Biochemistry, '20 (2018 Karen T. Romer Undergraduate Teaching and Research Award Team Grant \$3570) (2019 Karen T. Romer Undergraduate Teaching and Research Award \$3570), Honors.
28. Andrea Gilmore, Brown University, BA Health and Human Biology, '20 (2019 Karen T. Romer Undergraduate Teaching and Research Award \$3570), Honors.
29. Grace Plassche, Brown University, ScB Biology, '19 (Honors Thesis: Development of Novel Enviromimetic Culturing Prototypes for Soil Derived Marine Bacteria).
30. Geronimo Garcia, Jr: Brown University, BA Health and Human Biology, '19
31. Jillian Glasser: Brown University, BA Health and Human Biology, '19 (2018 Research at Brown (RAB) travel award \$250, 2018 grant award from Rhode Island IdEA Network for Excellence in Biomedical Research Award Summer Undergraduate Research Fellowship (INBRE-SURF \$9000), 2018 Top Poster Presentation at American Society for Microbiology, 2019 Nominated Brown Chapter Sigma Xi Honor Society, (Honors thesis: 2. Rapid Quantitative Visualization Assay for the Detection of Bacterial Bioburden)
32. Olivia Cummings: Brown University, BA Health and Human Biology, '19
33. Melanie Ambler: Brown University, B.Sc. Neurobiology, '19 (2018 RAB \$350 travel grant) (Honors Thesis: The Physiological and Psychological Effects of Intraoperative Music on Surgical Patients: A Systematic Review) (Awarded Fubright Scholarship)
34. Toby Emmanuel: MS4, Alpert Medical School (Recipient of Ruth Sauber Medical Scholars Program grant)
35. Brianna Irons: Brown University, ScB Biology '18 (Honors Thesis: Elucidation and Purification of Secondary Bioactive Metabolites with Antimicrobial Activity from the Rhode Island Coastline) (Gap year Research Boston, MA. Applying to Medical School)
36. Justin Kleiner: Brown University, ScB; AMS MD '19
37. Mursal Gardezi: Brown University, ScB Biology '18 (Honors Thesis: Fluorescent-Conjugated Antibodies as Markers of Bacterial Infection on Surgical Sites Ex Vivo), (Recipient Travel Scholarship to Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) 2016 National Diversity in STEM Meeting, San Diego, CA) (Awarded Brown University Royce Fellowship 2017) (RAB travel grant \$200 2018) (one of "7 Exceptional Seniors" profiled in the Brown Alumni Magazine, 2018)(Senior Biology Prize for Academic Excellence) (Yale University School of Medicine)

38. Yasmine Suliman: Brown University, ScB Biology '18 (Honors Thesis: Comparative Analysis of a Novel Microbial Detection System and Gram Staining Utilizing Synovial Fluid), (Karen T. Romer Undergraduate Teaching and Research Award 2017), (Grant from Rhode Island IdEA Network for Excellence in Biomedical Research Award Summer Undergraduate Research Fellowship (INBRE-SURF \$9348) 2017) (Research at Brown (RAB) travel grant \$250, 2018) (Washington University School of Meicine)
39. Daniel Louis Roque: Brown University, ScB Biology '18 (Honors Thesis: Imparting Antibiotic-Independent Antimicrobial Properties to Surgical Sutures and Prosthetic Liners With a Silver-doped Coating), (Karen T. Romer Undergraduate Teaching and Research Award 2017) (Awarded \$300 Research at Brown Travel Grant 2017) (Senior Biology Prize for Academic Excellence, Brown University 2018) (Tufts University School of Medicine)
40. Anthony Minnah: Brown University, ScB Biology '18 (Honors Thesis: An Analysis of the Antimicrobial Effects of a Silver doped Titanium-dioxide Polydimethylsiloxane (PDMS) coating on Multi Drug Resistant Acinetobacter baumannii and Vancomycin Resistant Enterococcus faecalis on Orthopaedic Biomaterials) (Karen T. Romer Undergraduate Teaching and Research Award) (Recipient Travel Scholarship to Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) 2016 National Diversity in Stem Meeting, San Diego, CA) (RAB travel grant \$300 2017) (Tech Consultant Cambridge MA applying to Medical School)
41. Douglas Barber: Brown University, ScB Biology '18 (Honors Thesis: Developing an in vitro Model for Visualizing and Classifying Bacterial Biofilms on Orthopaedic Materials), (Karen T. Romer Undergraduate Teaching and Research Awards 2016 and 2017) (Research at Brown Travel Grants, 2017 and 2018), 3rd Place Basic Science Research Award for Abstract and Poster 25th Annual Lifespan Research Day) (Yale University school of Medicine)
42. Kevin Mertz: Brown University, ScB Biology '17 (Honors Thesis: A Silver-based Titanium Dioxide-Polymer Hybrid Coating as a Preventative of Candida albicans and Aspergillus fumigatus Biofilms) (Awarded \$300 Research at Brown Travel Grant, 2017) (USC School of Medicine)
43. Eric M. Nguyen: Brown University, ScB Biology '16 (Honors Thesis: Antimicrobial Effects of a Silver-Doped Titanium Dioxide-PDMS Hybrid Coating against the Adherence and Proliferation of Multi-Drug Resistant A. baumannii on Spinal Rod Implants of Varying Compositions) (Tech Consultant Boston applying to Medical School)
44. Nathan Thomas: Brown University, PLME Program in Liberal Medical Education, ScB, AB'14, Warren Alpert Medical School, MD/PhD '18 (Research at Brown Grant December 2013; Summer Research Assistantship Grant, Alpert Medical School; AAOS Sponsored Summer Internship Program, 2015) (Brown University Alpert Medical School)

45. Cory Mayfield: Brown University, ScB Biology '16 (Honors Thesis: Characterization of the Early Adherence and Proliferation of *Propionibacterium acnes* on Materials of Orthopaedic Relevance and the Effects of Silver-Doped Titanium Dioxide-PDMS Hybrid Coating), (Karen T. Romer Undergraduate Teaching and Research Award) (USC School of Medicine)
46. Jack Haglin: Brown University, ScB Biology '16 (Honors Thesis: Assessing the Efficacy of Silver-doped Antimicrobial Coatings on Prosthetic Liners), (Karen T. Romer Undergraduate Teaching and Research Award) (Recipient of Senior Biology Prize for Academic Excellence) (Mayo Clinic School of Medicine)
47. Janice Havasy: Brown University, ScB Biology '16 (Honors Thesis: Optimization of a Rapid-Detection Assay to Visualize and Quantify Bacterial Colonization on Orthopaedic Trauma Explants) (Columbia University School of Medicine)
48. Alexandra Zega: Brown University, ScB Biology '15 (Honors Thesis: Adherence Patterns and Biofilm Density of Commonly Encountered Bacterial Pathogens to Spinal Instrumentation of Differing Compositions with Silver-Doped Polydimethylsiloxane/Titanium Oxide Coatings) (U Penn Dental School)
49. David Deckey: Brown University, ScB Biology '15 (Honors Thesis: Characterization of the Effect of a Silver-Doped Titanium Dioxide-PDMS Hybrid Coating on the Adherence and Proliferation of Methicillin-Resistant *S. aureus* and *P. acnes* on Spinal Implant Rods of Varying Compositions (Royce Fellowship 2014) (Tufts University School of Medicine)
50. Alexander Vesprey: Brown University, ScB Biology '15 (Emory University School of Medicine)
51. Caryn Cobb: Brown University (PLME) BA '15 Health and Human Biology, MD '19 (Honors Thesis: Development of an in vitro Co-Culture Model for the Detection and Quantification of Biofilm on Orthopaedic Explants) (Brown University Alpert Medical School)
52. Henry Fox: Brown University, AB Biology '15) (Honors Thesis: Development of a Rapid Detection Assay for the Visualization and Quantification of Bacterial Colonization and Biofilm Formation on Orthopaedic Trauma Explants) (Karen T. Romer Undergraduate Teaching and Research Award) (Oregon Health Sciences University Medical School)
53. Ayano Kondo: Brown University, ScB Biology '14 (UPenn PhD Biology)
54. Kate Krug: University of Rhode Island, BS '16 Marine Biology
55. Artym Hayda: Wheeler School, '15 (Summer Intern 2014, 2015)

56. Phillip Rasnick: Penn State University, ScB '14 (Summer Intern 2013)
57. Oakley Olson: Brown University
58. Hanae Fuji-Rios: Brown University
59. Mathew Pitman: Leadership Alliance.
60. David Callianese: Providence College
61. Anthony Marcello: University of Rhode Island
62. Martha Amoako: Brown University
63. Paul Jeng: Brown University
64. Wudan Yan: Brown University
65. Matthew Dallos: Brown University
66. Daniel Woolridge: Brown University
67. Rajiv Iyengar: Brown University
68. Vincent Pham: Brown University
69. Kevin Pan: Brown University
70. Justin Shaya: Brown University
71. David Segar: Brown University
72. Igryl Cordero: Brown University
73. Eunice Cho: Brown University
74. Vira Behnam Roudsari: Brown University
75. Vaishali Mittal: Brown University
76. Jyotsna Mullur: Brown University
77. Lisa Kumar: Brown University
78. Kathryn Linder: Brown University

79. Emily Savoca: Brown University

80. Hilary Nicholson: Brown University

THESIS COMMITTEES

1. Discovering Novel Regulators of Osteoclastogenesis using RNA-Sequencing Technology. Alexander Vesprey, MS, Brown University, 2016.

2. Cartilage Progenitors Stimulate Meniscus Tear Reintegration and Fibrochondrocyte Proliferation to Facilitate Healing in Two Independent Ex-Vivo Models of Meniscus Injury Repair Jake Newberry, MS, Brown University, 2019.

3. Clinical implementation of a new technology: provider perspectives and perceived effects of an incentive spirometer patient reminder. Joshua Pangborn, MS, Brown University, 2019.

HOSPITAL TEACHING, ADVISING and MENTORING ROLES

1. Advisor and Mentor to approximately 14 students per semester.
2. Member of the ODMA FA
- 3.

SERVICE TO THE UNIVERSITY AND COMMUNITY

1. Participate in advising and providing guidance for minority students through MAPS (Minority Association of Pre-Health Students).
2. Lecture urban high schools on STEM, and provide career, life, and college advice (Central Falls High School, UCAP).
3. Reviewer in the Central Falls High School Alumni Association Scholarship Committee.
4. Provide internship opportunities for underserved high school students (Central Falls High School, UCAP).
5. Lecture elementary students on STEM.
6. Serve as mentor to doctorate-bound undergraduate, graduate, and medical students within the university.
7. Provide mentorship to first-generation college students.
8. Founder of the Made in Central Falls Seminar Series.
9. Advisor to Central Falls and Pawtucket School Districts during COVID-19 Pandemic.
10. Advisor to Cities of Central Falls and Pawtucket during COVID-19 Pandemic.
11. Advisor to CommerceRI during COVID-19 Pandemic.
12. Invited member of the Central Falls/Pawtucket Emergency Management Agency as Deputy Director.

PATENTS

International Patent Application: PCT/US2015/066460 “Visualization of Bacterial Colonization and Biofilm Formation on Orthopaedic Trauma Explants”, 2015

U.S. Patent No.: 9,174,103 (April 26, 2016)

Provisional Patent Submitted for U.S. Patent Application No.: 62/837,021

Title: NOVEL ENVIROMIMETIC CULTURING PROTOTYPE FOR ELUCIDATION OF SOIL DERIVED MARINE BACTERIA

Filing Date: April 22, 2019

Inventors: Dioscaris R. Garcia, Christopher T. Born

Coversheet

CEO Report

Section: II. Recurring Items
Item: A. CEO Report
Purpose: Vote
Submitted by:
Related Material: 061421 CEO Report (2).pdf



BLACKSTONE VALLEY PREP

Preparing every scholar for success in college and the world beyond.

Chief Executive Officer Report

Jeremy Chiappetta

June 14, 2021

Key Highlights:

- Since April, enrollment by learning modality is essentially unchanged. Families are largely completing the year as they so selected in April, with very limited modality movement. Note that at the HS level, because of the flexibility of the schedulings and the simultaneous hybrid approach, scholars are able to attend dynamically, so that number is directionally accurate but does not fully capture all students perfectly (for example, my own daughter is mostly virtual at the HS, but has attended a few times in person).

School	Status	% In-person	Change from April Report
ES1	Reopened Tuesday 1/19	66%	+ 1%
ES2	Reopened Tuesday 1/19	67%	
ES3	Reopened Tuesday 1/19	67%	
UES	Reopened Tuesday 2/23	68%	+ 2%
JHS	Reopened Tuesday 2/23	71%	+ 1%
HS	Reopened Tuesday 2/23	66%	+ 1%

- BVP continues to partner with RIDOH and RIDE to launch BinaxNOW on-site rapid COVID-19 testing: approximately 90% of our community has opted in to testing.

Total Tested	8228
Total Positives	17
Rate	0.21%

- [College Signing Day!](#)
- Graduation!

- Athletics!
 - BVPHS Junior Lucy Noris continues her excellence on the track with top finishes in a recent regional meet.
 - Baseball and Lacrosse (coop with PCD) are also having great experiences competing, both are likely landing in the playoffs.
 - Both Lucy Noris and Xavier Mendez were recently awarded Honorable Mention Rhode Island Interscholastic League Student Athlete of the Year.
- BVP Arts Productions:
 - **BVPHS: [12 Angry Jurors](#)**
 - ***The ES3 Thespians*** are proud to present their first ever VIRTUAL musical, The Show Must Go Online, opened this past Friday on YouTube at 6:00PM and streamed through the weekend.

Talent

- In response to the pandemic and in an effort to acknowledge the challenges of the year and to celebrate the commitment for staff members to return, BVP is planning to reallocate unused salary and benefits dollars into a return bonus for returning staff members. Other states (e.g. Florida) and local school programs (e.g. Children's Friend) are doing four-figure bonuses for staff, and this program will help us honor excellent work and keep us competitive (Note: BVP teachers, on average, are paid slightly less than those in our sending districts and across Rhode Island).
- We continue to have a number of openings for the coming year and are actively processing applications for teaching positions and both some short-term and long-term administrative roles. Applications to schools at BVP (and around the region and the country are down).

Key Data

- **Current enrollment** is 2,115 (down from 2,116 at our last meeting and 2,118 in March). Recent withdrawals are related to moving out of state.
- **Projected enrollment** for this coming year is between 2,180 and 2,220, with the increase due to the Founding ES2 scholars growing into 10th grade and Founding ES3 scholar growing into 5th grade. We are still processing our "Intent to Return" data and following-up with families regarding their plans for the coming year. We do maintain a waiting list and do not anticipate enrollment challenges at this time.

- **Attendance:**

Year-to-Date

School	Attendance Percentage	On-Time Percentage	Chronically Absent Percentage
Elementary School 1	94.14 %	97.77 %	18.07 %
Elementary School 2	94.42 %	97.66 %	17.07 %
Elementary School 3	92.99 %	98.88 %	22.59 %
High School	93.28 %	95.42 %	22.87 %
Junior High School	94.65 %	94.34 %	17.18 %
Upper Elementary	94.87 %	97.28 %	16.43 %
zOut-of-District	100.00 %	100.00 %	0.00 %
District Total	94.13 %	96.94 %	18.77 %

- *Attendance has been strong overall, with slight changes from last month (94.13% vs. 94.24% last month; 18.77% Chronically absent vs. 18.95% last month).*
- We are projecting that our final graduation rate for the current class of seniors will be between 85% and 90%. While our first graduation ceremony was Saturday, June 12, we generally have a second much smaller graduation in August to honor those who are still completing credits. We officially have until mid-October for a child to count toward the graduation target for the year. This data is consistent with, albeit slightly lower than in years past.

Development

- We are actively pursuing some major investments for the BVPHS expansion, operating support for early elementary literacy, the College and Career Team, and for support of our DEI efforts.
- We continue to actively push support for the BVP Social Worker Fund and the BVP Book Scholarship Fund. This year we will give out more than \$3,000 in book awards and scholarships, including a \$1,000 award tied to the Drew Madden Award in Mathematics!

Media and Advocacy

- BVP is working locally with Achievement First and RISE Prep to continue to advocate for fair funding and investment of RI COVID dollars in support of schools.

Facility Updates

- We are currently engaged in a number of small capital projects to enhance the organization. In addition to IT infrastructure upgrades across the organization, we have a number of projects happening by campus.
- **Current portfolio:**
 - **291 Broad St. (ES1):** Wood chips for playground; repair/replace damaged flooring; fencing repairs; painting.
 - **52 Broad St. (ES2):** Sidewalk repairs, exterior stair installation, interior painting.
 - **3 Fairlawn Way (UES):** N/A
 - **909 Lonsdale Ave. (JHS):** Upgrade to water fountains to include filling stations. Investigating potential capital investments to support an estimated 50 additional scholars enrolling in a year and a half (the final wave of larger enrollment from ES3, currently in 5th grade)
 - **3357 Mendon Rd:** Fencing of the playground area; faucet upgrades in scholar restrooms
 - **65 Macondray Street (HS):** N/A
 - **7 Fatima Drive (Network Support Team):** N/A.
 - **Other:** We continue to pursue other real estate opportunities to best support our mission, within the budget constraints with which we are operating.

Coversheet

Finance Director Report

Section: II. Recurring Items
Item: B. Finance Director Report
Purpose: Vote
Submitted by:
Related Material: April 2021 Board Dashboard.pdf
April 2021 YTD Spending.pdf
April 2021 Balance Sheet.pdf



Blackstone Valley Prep - Financial Performance Dashboard

04/30/21

Revenues and Expenditures	YTD Actual as 4/30/2021	Budget 2021
Revenues		
Public Funding Entitlement Revenue	\$ 26,661,082	\$ 32,053,059
Development Revenue	\$ 114,743	\$ 419,250
Other Revenue	\$ 1,048,153	\$ 3,856,364
Total Revenue	\$ 27,823,978	\$ 36,328,673
Expenses		
Personnel	\$ 17,729,600	\$ 24,395,122
Non-Personnel Expenses	\$ 4,029,587	\$ 6,536,884
Facilities Expenses	\$ 2,909,722	\$ 4,192,166
Capital Expenses	\$ 1,437,403	\$ 844,509
Total Expenses	\$ 26,106,312	\$ 35,968,681
Net Surplus/(Deficit)	\$ 1,717,666	\$ 359,991

Financial Position	Total As of 4/30/2021	Total As of 4/30/2020
Assets		
Cash	\$ 11,410,230	\$ 7,615,621
Receivables	\$ 4,026,089	\$ 1,396,448
Other Current Assets	\$ 651,855	0
Fixed Assets	\$ 34,840,759	\$ 23,845,558
Accumulated Depreciation	\$ (3,473,884)	\$ (2,214,186)
Assets Total	\$ 47,455,050	\$ 30,643,441
Liabilities		
Short Term	\$ 3,816,326	\$ 2,419,035
Long Term	\$ 34,712,752	\$ 20,539,474
Liabilities Total	\$ 38,529,079	\$ 22,958,509
Net Assets	\$ 8,925,971	\$ 7,684,931
Liabilities + Fund Balance	\$ 47,455,050	\$ 30,643,441

Per Pupil Amounts	4/30/2021	4/29/2020
PPA YTD Revenue	\$ 12,824.26	\$ 13,412.18
PPA YTD Revenue - Fundraising	\$ 53.37	\$ 65.56
PPA YTD Expenses	\$ 11,983.51	\$ 13,063.60

Financial Performance Ratios	Current	Target	Benchmark
Current Ratio (Current Assets/Current Liabilities)			
Current Assets	\$ 12,614,291		
Current Liabilities	\$ 3,816,326		
Current Ratio	3.31	Exceeds	= > than 1

Unrestricted Days Cash			
Total Cash Available (at end of period)	\$ 11,410,230		
Total Projected Expenses	\$ 35,968,681		
Total days of the year	365		
Days Cash on Hand	115.79	Exceeds	= > than 60

Debt to Asset Ratio (Total Liabilities/Total Assets)			
Total Liabilities	\$ 38,529,079		
Total Assets	\$ 47,455,050		
Debt to Asset Ratio	0.81	Exceeds	< than .9

Statement of Cash Flows	
Beginning Cash	\$ 11,496,088
Projected Cash Receipts from Operations	\$ 2,242,151
Projected Cash Disbursements from Operations	\$ (2,835,078)
Net Cash from Operations	\$ 10,903,161
Cash Receipts from Accounts Receivable	\$ (976,324)
Change in Current Assets	\$ (20)
Capital Expenditures	\$ -
Change in Depreciation	\$ 227,417
Change in Accounts Payable	\$ (433,472)
Change in Current Liabilities	\$ 1,735,766
Change in Long-term Liabilities	\$ (46,299)
Change in Net Assets	\$ -
Ending Cash Balance	\$ 11,410,230

Contributions	# of Donations	% of Donations
Family Giving	2	0.1%
Board	6	50.0%
Staff	26	8.6%
FLC Funds Raised (net of expenses)	-	



Blackstone Valley Prep, A Rhode Island Mayoral Academy

Monthly Reporting

Apr-21

	Fiscal 2020			
	Approved Budget	Additional Grant Funding	Through 4/30/2021	Under/(Over) Budget
REVENUE				
Total Public Funding Entitlement Revenue	\$ 32,053,059	\$ 870,903	\$ 26,661,082	\$ 5,391,977
Total Development Revenue	\$ 419,250	\$ -	\$ 114,743	\$ 304,507
Total Other Revenue	\$ 3,856,364	\$ -	\$ 796,339	\$ 3,060,024
TOTAL REVENUE	\$ 36,328,673	\$ 870,903	\$ 27,572,165	\$ 8,756,508
EXPENSES				
<i>Personnel Expenses</i>				
Salaries	\$ 18,750,728	\$ 55,261	\$ 13,605,663	\$ 5,145,065
Total Program Incentives	\$ 770,595	\$ 136,259	\$ 601,504	\$ 169,091
Total Fringe Benefits	\$ 4,873,798	\$ 15,425	\$ 3,522,432	\$ 1,351,366
Total Personnel	\$ 24,395,122	\$ 206,945	\$ 17,729,600	\$ 6,665,522
<i>Non Personnel Expenses</i>				
Total Professional Development	\$ 199,632	\$ -	\$ 212,559	\$ (12,927)
Total Special Education Services	\$ 1,085,827	\$ -	\$ 845,981	\$ 239,846
Total Medical	\$ 29,230	\$ -	\$ 1,000	\$ 28,230
Total Business Services	\$ 444,979	\$ -	\$ 269,200	\$ 175,778
Total Building and Office	\$ 3,400,091	\$ 33,250	\$ 2,075,522	\$ 1,324,568
Total Instructional	\$ 1,227,006	\$ 39,441	\$ 422,800	\$ 804,206
Total Other	\$ 150,119	\$ -	\$ 202,524	\$ (52,405)
Total Non-Personnel Expenses	\$ 6,536,884	\$ 72,691	\$ 4,029,587	\$ 2,507,297
<i>Facilities Expenses</i>				
Total Rent	\$ 3,176,609	\$ -	\$ 2,409,787	\$ 766,822
Total Cost of Occupancy	\$ 450,173	\$ -	\$ 236,693	\$ 213,481
Total Repairs and Maintenance	\$ 565,384	\$ 38,768	\$ 263,243	\$ 302,141
Total Facilities Expenses	\$ 4,192,166	\$ 38,768	\$ 2,909,722	\$ 1,282,444
Total Non-Capital Expenses	\$ 35,124,172	\$ 318,404	\$ 24,668,910	\$ 10,455,262
<i>Capital Expenses</i>				
Total Technology	\$ 630,877	\$ 552,500	\$ 639,845	\$ (8,967)
Total Furniture, Fixtures and Equipment	\$ 88,632	\$ -	\$ 68,621	\$ 20,012
Total Capital Expenditures	\$ 125,000	\$ -	\$ 387,175	\$ (262,175)
Total Capital Expenses	\$ 844,509	\$ 552,500	\$ 1,095,641	\$ (251,131)
TOTAL EXPENSES	\$ 35,968,681	\$ 870,904	\$ 25,764,550	\$ 10,204,131
CHANGE IN NET ASSETS	\$ 359,991	\$ (1)	\$ 1,807,615	

Public Funding Entitlements								
Unrestricted Grants-in-Aid - State Sources	\$	20,180,052	\$	15,565,706	\$	4,614,346		
Tuition from Other Districts	\$	9,533,527	\$	9,350,877	\$	182,650		
<i>Per Pupil Allotment in District Funding</i>	\$	29,713,579	\$	24,916,583	\$	4,796,996		
Federal Title I	\$	745,271	\$	538,972	\$	206,299		
Title IIA	\$	137,889	\$	120,083	\$	17,806		
Title III	\$	23,613	\$	12,885	\$	10,728		
Title IV	\$	87,226	\$	74,477	\$	12,749		
Special Education IDEA Federal Funding	\$	540,651	\$	358,965	\$	181,686		
Substitute Grant	0	\$ 63,712	\$	61,666	\$	(61,666)		
Erate Revenue	\$	18,000	\$	0	\$	18,000		
High End SPED Categorical	\$	3,355	\$	0	\$	3,355		
ESSER Grant	\$	660,508	\$	398,441	\$	(398,441)		
CLSD Grant	\$	287,368	\$	41,683	\$	245,686		
SAIL/NSSI Summer Program	\$	146,683	\$	105,000	\$			
English Learner Grant	\$	66,107	\$	0	\$	66,107		
<i>Restricted Grants-in-Aid from Fed via the State</i>	\$	1,909,480	\$	870,903	\$	1,712,171	\$	197,309
Restricted Grants in Aid Direct from Federal Govt		0		0	\$	-		
Restricted Grants-in-Aid from Fed via the State		0		0	\$	-		
<i>Total Federal Charter School Startup Grant</i>	\$	-	\$	-	\$	-	\$	-
Medicaid Reimbursement	\$	430,000	\$	32,328	\$	397,672		
Restricted Grants In Aid-State Sources		0		0	\$	-		
Total Public Funding Entitlementment Revenue	\$	32,053,059	\$	870,903	\$	26,661,082	\$	5,391,977
Development								
Contributions & Donations from Private Sources	\$	419,250	\$	114,743	\$	304,507		
Non-Cash Contribs from Private Sources		0		0	\$	-		
Other Grants		0	\$	-	\$	-		
In Kind Contributions - Rent		0		0	\$	-		
Restricted Grants-Intermediate Sources		0		0	\$	-		
Total Development Revenue	\$	419,250	\$	-	\$	114,743	\$	304,507
Earnings on Investments	\$	17,550	\$	13,316	\$	4,234		
Food Service - State Matching Funds		0	\$	-	\$	-		
Food Service - School Breakfast Reimbursement		0	\$	22,752	\$	(22,752)		
Food Service Sales - School Lunch Programs		0	\$	-	\$	-		
Food Service Sales - School Breakfast Programs		0		0	\$	-		
Athletic Gate Receipts		0	\$	1,600	\$	(1,600)		
Book Store & Local Sales/Rental	\$	8,161	\$	1,360	\$	6,801		
Other Fees		0	\$	77,543	\$	(77,543)		
Rental Income (Fields/Pools/Buildings)	\$	16,000	\$	5,600	\$	10,400		
Refund of Prior Year Expenditures	\$	5,600	\$	9,804	\$	(4,204)		
Food Service Reimbursements		0	\$	371,648	\$	(371,648)		
Sale of Personal and Real Property		0		0	\$	-		
Loan		0	\$	292,717	\$	(292,717)		
Miscellaneous		0	\$	-	\$	-		
In Kind - Business Services		0	\$	-	\$	-		
Use of Prior Year Surplus Funds	\$	3,809,053	0	0	\$	3,809,053		
Total Other Revenue	\$	3,856,364	\$	-	\$	796,339	\$	3,060,024
TOTAL REVENUE	\$	36,328,673	\$	870,903	\$	27,572,165	\$	8,756,508

Salaries								
Salaries	\$	18,605,599		\$	13,381,460	\$	5,224,139	
Substitutes	\$	145,129	\$	55,261	\$	224,203	\$	(79,074)
Total Salaries	\$	18,750,728	\$	55,261	\$	13,605,663	\$	5,145,065
Program Incentives								
Professional Development-School	\$	17,000		\$	-	\$	17,000	
Tutoring - Sat Opp Days, HW Club	\$	83,510		\$	15,092	\$	68,418	
Curriculum Development				\$	365	\$	(365)	
Extra Time - Clubs, Child Care, etc.	\$	24,120		\$	36,733	\$	(12,613)	
Sick Leave Bonus	\$	158,600		\$	42,350	\$	116,250	
Bonuses	\$	171,125		\$	185,000	\$	(13,875)	
Summer Opportunity School Stipends	\$	110,000	\$	49,000	\$	158,003	\$	(48,003)
Academic Stipends	\$	168,500	\$	87,259	\$	135,462	\$	33,038
Stipend - Athletic Coaches/Extra Curricular Advisors	\$	37,740		\$	28,500	\$	9,240	
Total Incentives	\$	770,595	\$	136,259	\$	601,504	\$	169,091
Fringe Benefits								
Health and Medical Premiums	\$	2,032,886		\$	1,534,909	\$	497,977	
Life	\$	121,293		\$	93,912	\$	27,381	
Dental	\$	102,601		\$	71,799	\$	30,802	
Other Insurance	\$	-		\$	-	\$	-	
Medical Buyback Payments	\$	119,239		\$	65,488	\$	53,751	
FICA	\$	1,209,268	\$	12,948	\$	849,120	\$	360,148
Medicare	\$	282,813	\$	2,477	\$	199,517	\$	83,295
401k Contributions	\$	647,191		\$	472,433	\$	174,758	
Unemployment Insurance	\$	244,120		\$	145,626	\$	98,494	
Workers Compensation Premium	\$	60,388		\$	60,673	\$	(285)	
FSA Contributions	\$	54,000		\$	28,956	\$	25,044	
Total Fringe Benefits	\$	4,873,798	\$	15,425	\$	3,522,432	\$	1,351,366
TOTAL PERSONNEL	\$	24,395,121.58	\$	206,945.00	\$	17,729,599.84	\$	6,665,521.74
Professional Development								
Tuition Reimbursement - Non Taxable	\$	64,350		\$	63,520	\$	830	
Mentoring	\$	-		\$	-	\$	-	
Professional Development and Training Services	\$	41,595		\$	134,654	\$	(93,059)	
Curriculum Development	\$	10,000		\$	3,590	\$	6,410	
Conferences / Workshops	\$	55,460		\$	9,962	\$	45,498	
Catering	\$	17,453		\$	667	\$	16,785	
Employee Travel - Non-Teachers	\$	5,075		\$	80	\$	4,995	
Employee Travel - Teachers	\$	5,700		\$	86	\$	5,614	
Travel-Other	\$	0		\$	-	\$	-	
Total Professional Development	\$	199,632	\$	-	\$	212,559	\$	(12,927)
Special Education Services								
Administrative Support		0		\$	-	\$	-	
Speech Therapists	\$	81,500		\$	177,921	\$	(96,421)	
Occupational Therapists	\$	32,250		\$	3,242	\$	29,009	
Psychologist	\$	5,100		\$	21,527	\$	(16,427)	
Translation	\$	6,477		\$	2,981	\$	3,496	
Physical Therapists	\$	15,050		\$	1,744	\$	13,306	
Evaluations	\$	6,450		\$	1,560	\$	4,890	
Tutoring Services	\$	-		\$	185	\$	(185)	
Student Assistance		0		\$	-	\$	-	
Consultants, Special Education Services	\$	39,000		\$	15,520	\$	23,480	
Instructional Teachers	\$	-		\$	-	\$	-	
Tuition - Out of District	\$	900,000		\$	621,302	\$	278,698	
Total Special Education Services	\$	1,085,827	\$	-	\$	845,981	\$	239,846

Medical					
Health Service Providers-For Students	0		\$	-	\$ -
Physicians	\$ 2,517		\$	1,000	\$ 1,517
Dentists	\$ 2,526		\$	-	\$ 2,526
Contracted Nursing Services (savings in Salary Line)	\$ 24,188		\$	-	\$ 24,188
Consultants, Business Services	0		\$	-	\$ -
Total Medical	\$ 29,230	\$ -	\$	1,000	\$ 28,230
Business Services					
Auditing/Actuarial Services	\$ 53,040		\$	55,645	\$ (2,605)
Legal Services	\$ 51,000		\$	23,794	\$ 27,207
Pension Advisors	\$ 10,000		\$	9,448	\$ 553
Other Services	\$ 28,005		\$	2,000	\$ 26,005
Medicaid Claims Provider	\$ 43,969		\$	26,509	\$ 17,459
Data Processing Services	\$ 82,774		\$	46,793	\$ 35,982
Other Technical Services	\$ 132,416		\$	59,196	\$ 73,220
Other Charges	\$ 43,775		\$	45,817	\$ (2,042)
Total Business Services	\$ 444,979	\$ -	\$	269,200	\$ 175,778
Building and Office					
Shipping and Postage	\$ 16,916		\$	6,306	\$ 10,609
Rubbish Disposal Services	\$ 75,370		\$	54,914	\$ 20,456
Snow Plowing Services	\$ 65,541		\$	62,998	\$ 2,544
Custodial Services	\$ 449,848		\$	274,418	\$ 175,430
Rodent and Pest Control Services	\$ 8,559		\$	3,175	\$ 5,384
Telephone	\$ 13,835		\$	13,790	\$ 45
Wireless Communications	\$ 183,630		\$	149,087	\$ 34,543
Internet Connectivity	\$ 43,726	\$ 29,800	\$	65,857	\$ (22,130)
Rental of Equipment and Vehicles	\$ 177,699		\$	141,438	\$ 36,261
Transportation Contractors	\$ 2,190,955		\$	778,538	\$ 1,412,417
Property and Liability Insurance	\$ 103,897		\$	128,400	\$ (24,503)
Student Accident Insurance	\$ 10,900		\$	9,694	\$ 1,206
Errors & Omissions Ins (Dir & Officers)	\$ 11,758		\$	-	\$ 11,758
Advertising Costs	\$ 10,404	\$ 3,450	\$	7,857	\$ 2,547
Printing	\$ 23,639		\$	1,394	\$ 22,244
Food Service Expense	0		\$	371,094	\$ (371,094)
Food Service Contractors	\$ 13,415		\$	6,564	\$ 6,851
Total Building and Office	\$ 3,400,091	\$ 33,250	\$	2,075,522	\$ 1,324,568
Instructional					
Testing	\$ 10,750		\$	3,439	\$ 7,311
Virtual Classroom	0		\$	-	\$ -
General Supplies and Materials	\$ 376,162		\$	178,205	\$ 197,956
Web Based Supplemental Inst. Programs	\$ 23,000	\$ 39,441	\$	61,487	\$ (38,487)
Running Start Tuition	\$ 85,680		\$	24,838	\$ 60,842
Uniform/Wearing Apparel Supplies	\$ 8,550		\$	565	\$ 7,985
Medical Supplies	\$ 176,300		\$	4,037	\$ 172,263
Athletic Supplies	\$ 5,000		\$	1,101	\$ 3,900
Honors/Awards Supplies	\$ 42,079		\$	23,732	\$ 18,346
Other Supplies	0		\$	-	\$ -
Custodial Supplies	\$ 463,459		\$	110,985	\$ 352,474
Textbooks	0		\$	11,537	\$ (11,537)
Library Books	\$ 20,703		\$	-	\$ 20,703
Reference Books	0		\$	-	\$ -
Textbooks	\$ 10,200		\$	2,785	\$ 7,416
Subscriptions and Periodicals	\$ 5,124		\$	90	\$ 5,034
Total Instructional	\$ 1,227,006	\$ 39,441	\$	422,800	\$ 804,206
Other					
Officials/Referees	\$ 12,000		\$	-	\$ 12,000
Police/Rescue Detail	0		\$	-	\$ -
Other Dues and Fees	\$ 107,333		\$	144,472	\$ (37,139)
Bank Fees	\$ 7,140		\$	6,416	\$ 724
License & Permit Fees	\$ 2,165		\$	65	\$ 2,100

Injury Fund	0		\$	-	\$	-
Interest	0		\$	52,424	\$	(52,424)
Real & Personal Property Tax Payment	\$ 21,481		\$	-	\$	21,481
Other Miscellaneous Expenses	0		\$	(853)	\$	853
Loan Payment - CSGF	0		\$	-	\$	-
Credit Card Transactions	0		\$	-	\$	-
Total Other	\$ 150,119	\$ -	\$	202,524	\$	(52,405)
TOTAL NON-PERSONNEL	\$ 6,536,884	\$ 72,691	\$	4,029,587	\$	2,507,297

Other						
Rental Expense	\$ 2,226,329		\$	1,411,158	\$	815,171
Lease Obligations - Principal	\$ 667,689		\$	661,195	\$	6,493
lease Obligations - Interest	\$ 282,591		\$	337,434	\$	(54,842)
Total Rental	\$ 3,176,609	\$ -	\$	2,409,787	\$	766,822

Cost of Occupancy						
Water	\$ 22,180		\$	9,041	\$	13,139
Sewage/Cesspool	\$ 39,882		\$	28,222	\$	11,660
Other Purchased Property Services	0		\$	-	\$	-
Alarm and Fire Safety Services	\$ 22,902		\$	17,562	\$	5,340
Moving	\$ 48,000		\$	6,671	\$	41,329
Inspections	\$ 4,896		\$	-	\$	4,896
Natural Gas	\$ 73,720		\$	55,144	\$	18,576
Electricity	\$ 238,594		\$	120,054	\$	118,540
Total Cost of Occupancy	\$ 450,173	\$ -	\$	236,693	\$	213,481

Repairs and Maintenance						
Repairs & Maintenance	\$ 20,400		\$	-	\$	20,400
Maintenance and Repairs - Fixtures and Equipment	\$ 19,995		\$	4,431	\$	15,564
Maintenance and Repairs - General	\$ 105,788		\$	165,655	\$	(59,868)
Maintenance and Repairs - Technology-Related Hardwa	\$ 211,405	\$ 38,768	\$	73,051	\$	138,354
Maintenance and Repairs - Electrical	\$ 14,094		\$	4,521	\$	9,573
Maintenance and Repairs - Plumbing	\$ 193,702		\$	15,585	\$	178,118
Total Repairs and Maintenance	\$ 565,384	\$ 38,768	\$	263,243	\$	302,141
					\$	-
TOTAL FACILITY EXPENDITURES	\$ 4,192,166	\$ 38,768	\$	2,909,722	\$	1,282,444

Technology						
Technology-Related Supplies	\$ 19,164	\$ 196,500	\$	76,851	\$	(57,686)
Technology-Related Hardware	\$ 543,645	\$ 198,000	\$	332,345	\$	211,300
Technology Software	\$ 68,068	\$ 158,000	\$	230,649	\$	(162,581)
Total Technology	\$ 630,877	\$ 552,500	\$	639,845	\$	(8,967)

Furniture, Fixtures and Equipment						
Equipment	\$ 43,821		\$	21,107	\$	22,715
Furniture and Fixtures	\$ 44,811		\$	47,514	\$	(2,703)
Total Furniture, Fixtures and Equipment	\$ 88,632	\$ -	\$	68,621	\$	20,012

Capital Improvements/Depreciation						
Building	0		\$	-	\$	-
Depreciation - Building Improvements	0		\$	222,822	\$	(222,822)
Depreciation - B+C138buildings	0		\$	360,316	\$	(360,316)
Depreciation - Equipment	0		\$	5,627	\$	(5,627)
Depreciation - Furniture and Fixtures	0		\$	47,452	\$	(47,452)
Depreciation - Technology-Related Hardware	0		\$	86,324	\$	(86,324)
Depreciation - Technology Software	0		\$	819	\$	(819)
Building Improvements/Capital Expenditures	\$ 125,000		\$	1,250	\$	123,750
Total Capital Expenditures	\$ 125,000	\$ -	\$	724,609	\$	(599,609)

Contra Accounts (Fixed Assets)					
Interest - Contra		0		\$	(337,434)
Total Contra Accounts (Fixed Assets)	\$	-	\$	-	\$ (337,434) \$ -
TOTAL TECHNOLOGY AND CAPITAL EXPENDITURES	\$	844,509	\$	552,500	\$ 1,095,641 \$ (588,565)
TOTAL EXPENSES	\$	35,968,681	\$	870,904	\$ 25,764,550 \$ 10,204,131
Change in Net Assets	\$	359,991	\$	(1)	\$ 1,807,615

School Holdings I Activity

Revenue

Rental Revenue (SH1)	\$	251,813
Total Revenue	\$	251,813

Expenses

Depreciation Land Improve	\$	18,281
Depreciation - Building	\$	133,786
Prepaid Rental Expense	\$	-
Interest Expense - SH1	\$	189,695
Total Expenses	\$	341,762

Change in Net Assets (SH1)	\$	(89,949)
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Combined Net Assets	\$	1,717,666
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Blackstone Valley Prep

Balance Sheet

Assets		4/30/2021
10001	Cash	\$ 2,089,606
10002	Cash Bank RI Savings	\$ 8,478,412
10003	Cash Bank RI Checking 2	\$ 50,636
10006	Cash - Paypal Account	\$ 1,901
10007	Cash - Bristol County Savings	\$ 201,505
10008	Cash - Food Service Account	\$ 212,922
10010	Cash - P3 Loan	\$ 375,247
Cash Total		\$ 11,410,230
12001	Accounts Receivable	\$ 3,993,375
12004	Accounts Receivable-Other	\$ 32,714
Receivables Total		\$ 4,026,089
10004	US Trust Account	\$ -
10009	Self Help Security Deposit	\$ 75,096
16001	Security Deposit	\$ 177,601
16100	CARA Account - ES1	\$ 21,600
15001	Prepaid Insurance	0
15002	Prepaid Rent	\$ 196,917
15002-1	Prepaid Rent - SH1	\$ (186,669)
15003	Prepaid Worker's Comp Insurance	\$ 24,216
15011	Prepaid Expenses	0
16300	Other Assets	\$ 343,094
Other Current Assets Total		\$ 651,855
18002	Land Imp/Playground	0
18002-1	Land Imp/Playground - SH1	\$ 131,224
18004	Building	\$ 23,899,201
18004-1	Building - SH1	\$ 5,691,994
18006	Building Improvements/Project fund	\$ 1,404,191
18006-1	Building Improvements/Project fund - SH1	\$ 113,271
18008	Accounting Software	\$ 9,825
18010	Computers	\$ 302,698
18012	Furniture	\$ 364,087
18016	Equipment	\$ 59,021
18018	Construction in Progress	\$ 2,865,246
Fixed Assets Total		\$ 34,840,759
18003	Accum Depreciation - Land Imp/Playground	0
18003-1	Accum Depreciation - Land Imp/Playground - SH1	\$ (51,215)
18005	Accum Depreciation - Buildings - HS	\$ (761,729)
18005-1	Accum Depreciation Building SH1	\$ (1,453,152)
18007	Accum Depr Building Impr/project fund	\$ (576,107)
18007-1	Accum Depr Building Impr/project fund- SH1	\$ (120,016)
18009	Accum Depr Software	\$ (3,569)

18011	Accum Depr Computers	\$	(206,886)
18013	Accum Depr Furniture	\$	(257,766)
18017	Accum Depreciation Equipment	\$	(43,444)
Accumulated Depreciation Total		\$	(3,473,884)
Subtotal Assets		\$	47,455,050
Liabilities			
20001	Accounts Payable	\$	100,818
20002	Accounts Payable - Credit Card		0
Payables Total		\$	100,818
21001	Accrued Payroll Wages	\$	0
21002	Accrued Payroll Taxes	\$	0
21003	401K Accruals	\$	56,302
21004	Accrued Expense Payable	\$	3,952
21005	Federal Withholding	\$	(3,061)
21006	State Withholding Payable	\$	(1,638)
21007	TDI Payable	\$	(311)
21011	FICA Payable	\$	(2,785)
21012	Medicare Payable	\$	(698)
21013	Unemployment Payable	\$	(2,128)
21014	Flex Spending Payable	\$	28,327
21015	Other Employee Withholding	\$	(491)
19200	Due to State of RI		0
23001	Deferred Income	\$	3,458,039
25002	HS Chromebook deposits	\$	7,355
24100	Food Service - Other Liabilities	\$	147,787
24001	Other Liabilities (5k, FLC, Student Activity Accts)	\$	24,859
Other Current Liabilities Total		\$	3,715,509
25001-1	Loan - School Holdings 1 - #1		0
25002-1	Loan - School Holdings I - 2		0
18400	Deferred Financing Fees	\$	(783,161)
18600	Accumulated Amortization	\$	958
25006	P3 Loan	\$	4,184,300
25005	Macondray Street Mortgage	\$	15,459,386
25003	CSGF Loans	\$	200,000
25004	Accrued Interest CSGF	\$	29,311
25007	Blue Hub Loan	\$	(333,042)
25008	EFF Mortgage (ES2, ES1, Fairlawn Addition)	\$	15,955,000
26001	Capital Lease		0
Long-Term Liabilities Total		\$	34,712,752
Subtotal Liabilities		\$	38,529,079
Equity			
31300-1	Contributed Capital	\$	343,094
Net Assets			
31010	Change in Net Assets	\$	7,252,811
31500	Change in Net Assets - Food Service	\$	(137,719)
31010-1	Change in Net Assets - SH1	\$	(249,880)
Total Current Surplus/Deficit		\$	1,717,666
Total Equity		\$	8,925,971

Coversheet

Amendments to By-laws

Section: III. Previous Business Items
Item: A. Amendments to By-laws
Purpose: Vote
Submitted by:
Related Material: BVP_Bylaws_update_6.11.21.pdf

**RHODE ISLAND MAYORAL ACADEMYSM
BLACKSTONE VALLEY**

BYLAWS

ARTICLE I

NAME OF CORPORATION

The name of the corporation is Rhode Island Mayoral AcademySM Blackstone Valley (hereinafter “BVP”).

ARTICLE II

PURPOSES AND POWERS

SECTION 1. PURPOSES. BVP is organized exclusively to encourage or foster charitable, educational and scientific purposes or activities within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), to own and operate or provide for the operation of charter public schools and mayoral academies as defined in Rhode Island General Laws § 16-77-2.1 in the Towns of Cumberland and Lincoln and the Cities of Central Falls and Pawtucket, Rhode Island.

BVP may do any and all lawful acts, and may engage in any and all lawful activities which may be appropriate, necessary or desirable for the accomplishment of the aforesaid purposes, subject to its Articles of Incorporation. BVP may not engage, other than as an insubstantial part of its activities, in activities which in themselves are not in furtherance of its educational and charitable purposes.

No part of BVP’s earnings shall inure to the benefit of, or be distributable to, its directors, officers, or other private persons, except that BVP shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth above. BVP shall not carry on propaganda or otherwise attempting to influence legislation, and BVP shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

Notwithstanding any other provision hereof to the contrary, BVP shall not carry on any activities unless such activity is permitted to be carried on by a corporation (a) exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States internal revenue law), and (b) contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States internal revenue law).

SECTION 2. POWERS. Subject to its Articles of Incorporation, BVP shall have such powers as are now or may be granted by the Rhode Island Nonprofit Corporation Act.

ARTICLE III

OFFICES AND REGISTERED AGENT

SECTION 1. PRINCIPAL OFFICE. BVP shall have and continuously maintain a principal office at such place within the State of Rhode Island as the Board of Directors may, from time to time, designate.

SECTION 2. REGISTERED AGENT. BVP shall, at all times, maintain a registered agent at a registered office within the State of Rhode Island.

SECTION 3. CHANGE OF PRINCIPAL OFFICE OR REGISTERED AGENT. The principal office, the registered agent and the registered office of BVP may from time to time be changed by the Board of Directors.

ARTICLE IV

MEMBERS

BVP shall have no members.

ARTICLE V

BOARD OF DIRECTORS

SECTION 1. GENERAL POWERS.

The affairs of BVP shall be managed by its Board of Directors.

SECTION 2. NUMBER AND QUALIFICATION OF DIRECTORS. The Board of Directors shall consist of at least one mayor or elected town administrator of a town or city served by the mayoral academy and such other individuals who are residents of or otherwise represent the communities served by the mayoral academy as are appointed by the Board of Directors. The Board of Directors may expand or contract the numbers of members on the Board of Directors at any time.

SECTION 3. TERMS OF DIRECTORS.

(a) Expiration. The term of each director shall expire June 30 of their third full or partial year of service.

Deleted: June 30 of their third full or partial year of service

(b) Termination. The term of any director shall terminate if, in the judgment of the Board of Directors, the director has ceased to represent the applicable community.

(c) Term limits. Directors are limited to three consecutive terms of service on the Board. Directors may return to the board after a one-year hiatus and upon proper nomination and election. Elected town officials including Mayors and Town administrators representing a BVP sending district are exempt from term limits.

Moved down [1]: Directors are limited to three consecutive terms of service on the Board. Directors may return to the board after a one-year hiatus and upon proper nomination and election.

Moved (insertion) [1]

SECTION 4. QUORUM. The quorum for the transaction of business by the Board of Directors shall be a majority of the directors then in office.

SECTION 5. RESERVED.

SECTION 6. ANNUAL AND REGULAR MEETINGS. The Board of Directors shall establish a schedule of regular meetings, and shall not meet less than three (3) times in each year. The annual meeting shall be held during the period beginning April 15 and ending June 30 each year.

SECTION 7. CHAIR. At each annual meeting, the Board of Directors shall elect a Chair. Only a member who is a mayor or elected town administrator shall be eligible to Chair the Board of Directors. A Chair shall serve until his or her successor elected and qualified, until he or she ceases to serve on the Board of Directors, or until his or her qualification as mayor or elected town administrator ceases.

The Board of Directors may also elect a Vice Chair to serve in the absence of the Chair; the Vice Chair must be a director but need not be a mayor or elected town administrator. The Vice Chair shall have the powers of the Chair in the absence of the chair.

SECTION 8. SPECIAL MEETINGS. Special meetings of the Board of Directors may be called by the Chair and shall be called by the Chair upon written request of members representing at least two (2) towns or cities.

SECTION 9. POWERS. The Board of Directors shall have the power to:

- (a) elect a Chair as provided in Section 7 of this Article V;
- (b) adopt rules of procedure that are not inconsistent with law, the Articles of Incorporation, and these Bylaws;
- (c) monitor the activities and performance of its mayoral academy; and
- (d) take such other actions as authorized by law.

SECTION 10. NOTICE.

(a) The Board of Directors shall give written notice of its annual and other regular meetings in accordance with the Open Meetings Act of Rhode Island and as required by the charter school authorizer, the Rhode Island Department of Education

SECTION 11. MANNER OF ACTING. The act of a majority of the directors present at a meeting at which a quorum is present shall be the act of the Board of Directors, unless a greater number is required by statute, these Bylaws or the Articles of Incorporation.

Deleted: June 30

Deleted: at the beginning of each calendar year. The notice shall include the date, time, and place of the meeting and shall be provided to members of the public upon request, and to the Secretary of State of Rhode Island (the "Secretary of State") at the beginning of each calendar year in accordance with subsection (c) below.

Deleted: <#>The Board of Directors shall give supplemental written public notice of any meeting within a minimum of forty-eight (48) hours before the date in accordance with applicable law. The notice shall include the date the notice was posted, the date, time and place of the meeting, and a statement specifying the nature of the business to be discussed. Copies of the notice shall be maintained by the Board of Directors for a minimum of one (1) year. The Board of Directors may add items for informational purposes only, pursuant to a request, submitted in writing, by a member of the public during any public comment session. Said informational items may not be voted upon unless they have been posted in accordance with the provisions of this section.¶

<#>Written public notice shall include, but need not be limited to, posting a copy of the notice at the site of each school facility operated by BVP, and electronic filing of the notice with the Secretary of State pursuant to subsection (e) below; however, nothing contained herein shall prevent the Board of Directors from holding an emergency meeting, upon an affirmative vote of the majority of the members of the Board of Directors when the meeting is deemed necessary to address an unexpected occurrence that requires immediate action to protect the public. If an emergency meeting is called, a meeting notice and agenda shall be posted as soon as practicable and shall be electronically filed with the Secretary of State pursuant to subsection (e) below and, upon meeting, the Board of Directors shall state for the record and minutes why the matter must be addressed in less than forty-eight (48) hours and only discuss the issue or issues which created the need for an emergency meeting. Nothing contained herein shall be used in the circumvention of the spirit and requirements of this section.¶

<#>Nothing within this section shall prohibit the Board of Directors or the members thereof from responding to comments initiated by a member of the public during a properly noticed open forum even if the subject matter of a citizen's comments or discussions were not previously posted, provided such matters shall be for informational purposes only and may not be voted on except where necessary to address an unexpected occurrence that requires immediate action to protect the public or to refer the matter to an appropriate committee or to another body or official. The Board of Directors shall hold at least two (2) open forum sessions annually. Nothing contained in this subsection requires the Board of Directors to entertain or respond to any topic nor does it prohibit the Board of Directors from limiting comment on any topic at such an open forum session. The Board of Directors and its members shall not use this subsection to circumvent the spirit or requirements of this section.¶

<#>All notices required by this section to be filed with the Secretary of State shall be electronically transmitted to

SECTION 12. REMOVAL. A member of the Board of Directors may be removed with or without cause by a vote of a majority of the directors present and voting at a regular or special meeting of the Board of Directors.

SECTION 13. MINUTES. The Board of Directors shall appoint a secretary, who need not be a member of the Board of Directors, and the secretary shall record the minutes of the meeting. A record of all votes, listing how each member voted on each issue shall be made available to the public at BVP's office within two (2) weeks of the date of the vote. Official minutes, when adopted, and until such adoption, unofficial minutes shall be available at the office of BVP within thirty (30) days after the meeting (except to the extent, if any, the minutes relate to matters considered in executive session and the Board of Directors votes to keep such minutes closed pursuant to R.I.G.L. §§ 42-46-4 and 42-46-5, and except when the Board of Directors votes to extend the time for filing the minutes and publicly states the reason for such extension).

ARTICLE VI

OFFICERS

SECTION 1. OFFICERS. The officers of BVP shall be a Chair, an Executive Director or CEO, a Secretary, a Treasurer, and such other officers as may be elected by the Board of Directors. Officers whose authority and duties are not prescribed in these Bylaws shall have the authority and perform the duties prescribed, from time to time, by the Board of Directors. Any two or more offices may be held by the same person, except the Chair may not serve also serve as Executive Director, CEO or Secretary.

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SECTION 2. ELECTION AND TERM OF OFFICE. Officers of BVP shall be elected or re-elected as necessary by the Board of Directors at the regular annual meeting of the Board of Directors. If the election of officers shall not be held at such meeting, the election shall be held as soon thereafter as is convenient. Vacancies may be filled or new offices created and filled at any meeting of the Board of Directors. Each officer shall hold office until his or her successor shall have been duly elected and shall have qualified or until his or her death or until he or she shall resign or shall have been removed in the manner hereinafter provided. Election of an officer shall not of itself create contractual rights.

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SECTION 3. REMOVAL. Any officer elected or appointed by the Board of Directors may be removed by the Board of Directors whenever in its judgment the best interests of BVP would be served thereby, but such removal shall be without prejudice to the contractual rights, if any, of the person so removed.

SECTION 4. CHAIR. The Chair shall be a member of the Board of Directors. The Chair shall chair all meetings of the Board of Directors and shall discharge such other duties as may be provided by the Board of Directors. Unless the Board otherwise specifies in the resolution establishing a committee, the Chair shall appoint the members of all committees established by the Board. Except in those instances in which the authority to execute is expressly delegated to another officer or agent of BVP or a different mode of

execution is expressly prescribed by the Board of Directors or these Bylaws, the Chair may execute for BVP any contracts, deeds, mortgages, bonds, or other instruments which the Board of Directors have authorized to be executed, and he or she may accomplish such execution either under or without the seal of BVP and either individually or with the Secretary, any Assistant Secretary, or any other officer thereunto authorized by the Board of Directors, according to the requirements of the form of the instrument. The Chair may vote all securities which BVP is entitled to vote except as and to the extent such authority shall be vested in a different officer or agent of BVP by the Board of Directors.

SECTION 5. VICE CHAIR. The Vice Chair, if one is elected, shall be a member of the Board of Directors. The Vice Chair shall assist the Chair in the discharge of his or her duties as the Chair may direct and shall perform such other duties as from time to time may be assigned to him or her by the Chair or by the Board of Directors. In the absence of the Chair or in the event of his or her inability or refusal to act, the Vice Chair, shall perform the duties of the Chair and when so acting, shall have all the powers of and be subject to all the restrictions upon the Chair. Except in those instances in which the authority to execute is expressly delegated to another officer or agent of BVP or a different mode of execution is expressly prescribed by the Board of Directors or these Bylaws, the Vice Chair, or any of them if there are more than one, may execute for BVP any contracts, deeds, mortgages, bonds or other instruments which the Board of Directors has authorized to be executed, and he or she may accomplish such execution either under or without the seal of BVP and either individually or with the Secretary, any Assistant Secretary, or any other officer thereunto authorized by the Board of Directors, according to the requirements of the form of the instrument. If no Vice Chair is elected, the Secretary shall perform these duties.

SECTION 6. EXECUTIVE DIRECTOR OR CEO. The Executive Director or CEO shall be the principal operational officer of BVP. Subject to the direction and control of the Board of Directors, he or she shall be in charge of the business and affairs of BVP; he or she shall see that the resolutions and directives of the Board of Directors are carried into effect except in those instances in which that responsibility is assigned to some other person by the Board of Directors; and, in general he or she shall discharge all duties incident to the office of Executive Director or CEO and such other duties as may be prescribed by the Board of Directors.

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SECTION 7. SECRETARY. The Secretary shall: (a) record the minutes of the meetings of the Board of Directors in one or more books provided for that purpose; (b) see that all notices are duly given in accordance with the provisions of these Bylaws or as required by law; (c) be custodian of the corporate records and of the seal of BVP; (d) keep a register of the post office address, telephone facsimile machine number, and e-mail address of each director which shall be furnished to the Secretary by such director; and (e) perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him or her by the Chair or by the Board of Directors.

SECTION 8. TREASURER. The Treasurer shall be the principal accounting and financial officer of BVP. The Treasurer shall: (a) have charge of and be responsible for the maintenance of adequate books of account for BVP; (b) have charge and custody of all

funds and securities of BVP, and be responsible therefor, and for the receipt and disbursement thereof; and (c) perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him or her by the Chair or by the Board of Directors. If required by the Board of Directors, the Treasurer shall give a bond for the faithful discharge of his or her duties in such sum and with such surety or sureties as the Board of Directors shall determine. If no Treasurer is elected, the [Executive Director or CEO](#) shall perform these duties.

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ARTICLE VII

CONTRACTS, CHECKS, LOANS, DEPOSITS AND FUNDS

SECTION 1. CONTRACTS. The Board of Directors may authorize any officer or officers, agent or agents of BVP, in addition to the officers so authorized by these Bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of BVP and such authority may be general or confined to specific instances.

SECTION 2. CHECKS, DRAFTS, ETC. All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of BVP, shall be signed by such officer or officers, agent or agents of BVP and in such manner as shall from time to time be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such instruments shall be signed by the Treasurer or [Executive Director or CEO](#) and countersigned by the [Chair or Vice-Chair](#) of BVP.

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SECTION 3. LOANS. No loans shall be contracted on behalf of BVP and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Board of Directors. Such authority may be general or confined to specific instances. Notwithstanding the foregoing, BVP shall be prohibited from making loans to any director, officer or employee of BVP, any person related to any director, officer or employee of BVP, and any entity in which a director, officer or employee of BVP is a director, officer, shareholder, partner or is otherwise affiliated, except if such affiliation is as a member of a tax-exempt organization to which a loan is contemplated.

SECTION 4. DEPOSITS. All funds of BVP not otherwise employed shall be deposited from time to time to the credit of BVP in such banks, trust companies or other depositories as the Board of Directors may select.

ARTICLE VIII

BOOKS AND RECORDS

BVP shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of the Board of Directors and committees, if any, having any of the authority of the Board of Directors.

ARTICLE IX

FISCAL YEAR

The fiscal year of BVP shall end each June 30.

ARTICLE X

DISSOLUTION

Upon dissolution of BVP, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of BVP return, transfer or convey any assets received on condition that such assets be returned, transferred, or conveyed in the event BVP be dissolved and dispose of all other assets of BVP exclusively for the purposes of BVP in such a manner, or to such organization(s) engaged in activities substantially similar to those engaged in by BVP and organized and operated exclusively for charitable, educational, religious or scientific purposes as shall at the time qualify as an exempt organization(s) under Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the Board of Directors shall determine.

ARTICLE XI

SEAL

At the discretion of the Board of Directors, BVP may have a corporate seal in such design as the Board of Directors may specify.

ARTICLE XII

AMENDMENTS

The power to alter, amend, or repeal these Bylaws or adopt new Bylaws shall be vested in the Board of Directors.

ARTICLE XIII

RESERVED

ARTICLE XIV

INDEMNIFICATION OF OFFICERS, DIRECTORS,
EMPLOYEES, AND AGENTS

SECTION 1. VOLUNTARY INDEMNIFICATION OF DIRECTORS. BVP may indemnify any person made a party to any proceeding by reason of the fact that that person is or was a director if the director:

- (a) acted in good faith,
- (b) reasonably believed:

(1) In the case of conduct in his or her official capacity with BVP, that his or her conduct was in its best interests, and

(2) In all other cases, that his or her conduct was not opposed to its best interests, and

(c) in the case of any criminal proceeding, had no reasonable cause to believe his or her conduct was unlawful.

BVP may provide indemnification against judgments, penalties, fines, settlements, and reasonable expenses actually incurred by the person in connection with the proceeding; except that if the proceeding was by BVP or in its right, indemnification may be made only against the reasonable expenses and shall not be made in respect of any proceeding in which the person has been adjudged to be liable to BVP. The termination of any proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent, is not, of itself, determinative that the person did not meet the requisite standard of conduct set forth in this section.

SECTION 2. LIMITATION ON INDEMNIFICATION WHEN DIRECTOR RECEIVED IMPROPER PERSONAL BENEFIT. BVP shall not indemnify a director under Section 1 of this Article XIV in respect of any proceeding charging improper personal benefit to him or her, whether or not involving action in his or her official capacity, in which he or she has been adjudged to be liable on the basis that personal benefit was improperly received by him or her.

SECTION 3. MANDATORY INDEMNIFICATION OF DIRECTORS.

(a) BVP shall indemnify a director who is wholly successful, on the merits or otherwise, in the defense of any proceeding referred to in Section 1 of this Article XIV against reasonable expenses incurred by the director in connection with the proceeding; and

(b) BVP shall indemnify a director when so ordered by a court of appropriate jurisdiction.

SECTION 4. PROCEDURE FOR VOLUNTARY INDEMNIFICATION OF DIRECTORS.

(a) Except as provided in Section 3 of this Article XIV, BVP shall not indemnify a director under Section 1 of this Article XIV unless authorized in the specific case after making a determination that indemnification of the director is permissible in the circumstances because the director has met the standard of conduct described in Section 1 of this Article XIV. The determination shall be made:

(1) By the Board of Directors by a majority vote of a quorum consisting of directors not at the time parties to the proceeding;

(2) If a quorum cannot be obtained, then by a majority vote of a committee of the Board of Directors, duly designated to act in the matter by a majority vote of the full Board of Directors (in which designation directors who are parties may participate), consisting solely of two (2) or more directors not at the time parties to the proceeding; or

(3) By special legal counsel, selected by the Board of Directors or a committee of the Board of Directors by vote as described in subsection (1) or (2) above, or, if the requisite quorum of the full Board of Directors cannot be obtained for the vote and the committee cannot be established, by a majority vote of the full Board of Directors (in which selection directors who are parties may participate).

(b) Authorization of indemnification and determination as to reasonableness of expenses shall be made in the same manner as the determination that indemnification is permissible, except that if the determination that indemnification is permissible is made by special legal counsel, authorization of indemnification and determination as to reasonableness of expenses shall be made in a manner specified in Section 4(a)(3) above for the selection of counsel.

SECTION 5. ADVANCE PAYMENT OF EXPENSES. Reasonable expenses incurred by a director who is a party to a proceeding may be paid or reimbursed by BVP in advance of the final disposition of the proceedings upon receipt by BVP of:

(a) A written affirmation by the director of the director's good faith belief that the director has met the standard of conduct necessary for indemnification by BVP as authorized in this section; and

(b) A written undertaking by or on behalf of the director to repay the amount if it is ultimately determined that the director has not met the standard of conduct, and after a determination that the facts then known to those making the determination would not preclude indemnification under this section. The undertaking required by this subsection is an unlimited general obligation of the director but need not be secured and may be accepted without reference to financial ability to make repayment. Determinations and authorizations of payments under this subsection shall be made in the manner specified in Section 4 of this Article XIV.

SECTION 6. PAYMENT OF EXPENSES OF DIRECTORS NOT PARTY TO A PROCEEDING. Nothing contained in this Article XIV limits BVP's power to pay or reimburse expenses incurred by a director in connection with his or her appearance as a witness in a proceeding at a time when he or she has not been named a defendant or respondent in the proceeding.

SECTION 7. INDEMNIFICATION OF OFFICERS AND EMPLOYEES.

(a) An officer of BVP shall be indemnified to the same extent provided in Section 4 of this Article XIV for a director and is entitled to the same extent as a director to seek indemnification pursuant to the provisions of Section 4.

(b) BVP may indemnify and advance expenses to its officer, employee, or agent of to the same extent that it may indemnify and advance expenses to directors pursuant to this Article XIV.

SECTION 8. INSURANCE. BVP may purchase and maintain insurance on behalf of any person who is or was its director, officer, employee, or agent, or who, while its director, officer, employee, or agent, is or was serving at BVP's request as a director, officer, partner, trustee, employee, or agent of another foreign or domestic corporation, partnership, joint venture, trust, other enterprise, or employee benefit plan, against any liability asserted against the director and incurred by the director in any capacity or arising out of the director's status as director, whether or not BVP would have the power to indemnify the director against liability under the provisions of this section.

SECTION 9. DEFINITIONS. As used in this Article XIV:

(a) "Director" means any person who is or was a director of BVP and any person who, while a director of BVP, is or was serving at BVP's request as a director, officer, partner, trustee, employee, or agent of another foreign or domestic corporation, partnership, joint venture, trust, other enterprise, or employee benefit plan. For this purpose, BVP is deemed to have requested a director to service an employee benefit plan whenever the performance by the director of the director's duties to BVP also imposes duties on, or otherwise involves services by, the director to the plan or participants or beneficiaries of the plan; and action taken or omitted by the director regarding an employee benefit plan in the performance of the director's duties for a purpose reasonably believed by the director to be in the interest of the participants and beneficiaries of the plan are deemed to be for a purpose which is not opposed to the best interests of BVP.

(b) "Corporation" includes:

(1) any corporation whether foreign or domestic, and whether a nonprofit or a for profit corporation all of the profits of which go to a nonprofit corporation; and

(2) any domestic or foreign predecessor entity of BVP in a merger, consolidation, or other transaction in which the predecessor's existence ceased upon consummation of the transaction.

(c) "Expenses" include attorneys' fees.

(d) "Official capacity" means:

(1) When used with respect to a director, the office of director in BVP.

(2) (ii) When used with respect to a person other than a director, as contemplated in subsection (1) above, the elective or appointive office in BVP held by the officer or the employment or agency relationship undertaken by the employee or agent on behalf of BVP, but in each case does not include service for any other foreign or domestic corporation or any partnership, joint venture, trust, other enterprise, or employee benefit plan.

(e) "Party" includes a person who was, is, or is threatened to be made, a named defendant or respondent in a proceeding.

(f) "Proceeding" means any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative.

ARTICLE XV

CONFLICTS OF INTEREST

SECTION 1. PURPOSE. The purpose of the conflicts of interest policy is to protect BVP's interest when it is contemplating entering into a transaction or arrangement that intended to supplement but not replace any applicable Rhode Island laws governing conflicts of interest applicable to BVP.

SECTION 2. DEFINITIONS. For purposes of this Article XV:

(a) "Interested Person" shall mean any director or principal officer who has a direct or indirect financial interest as defined below.

(b) A person has a "financial interest" if the person has, directly or indirectly through business, investment or family:

(1) an ownership or investment interest in an entity with which BVP has a transaction or arrangement, or

(2) a compensation arrangement with BVP or with any entity or individual with which BVP has a transaction or arrangement, or

(3) a potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which BVP is negotiating a transaction or arrangement; provided, however, that a person's ownership of less than one percent (1%) of the capital or profits interests in any entity shall be disregarded if no compensation arrangement exists or is contemplated with such entity.

(c) "Compensation" means direct or indirect remuneration, as well as gifts or favors that are substantial in nature.

SECTION 3. PROCEDURES.

(a) Duty to Disclose. In connection with any actual or possible conflict of interest, an interested person must disclose the existence and nature of his or her financial interest to the Board of Directors.

(b) Determining Whether a Conflict Exists. After disclosure of a financial interest, the interested person shall leave the Board of Directors meeting while the financial interest is discussed and voted upon. The remaining Board members shall decide if a conflict of interest exists.

(c) Procedures for Addressing the Conflict of Interest.

(1) The Chair shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to proposed transaction or arrangement.

(2) After exercising due diligence, the Board of Directors or committee shall determine whether BVP can obtain a more advantageous transaction or arrangement with reasonable effort from a person or entity that would not give rise to a conflict of interest.

(3) If a more advantageous transaction is not reasonably attainable under circumstances that would not give rise to a conflict of interest, the Board of Directors shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in BVP's best interest or for its own benefit and whether the transaction is fair and reasonable to BVP and shall make its decision as to whether to enter into the transaction or arrangement in conformity with such determination.

(d) Violation of the Conflict of Interest Policy.

(1) If the Board of Directors has reasonable cause to believe that a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member the opportunity to explain the alleged failure to disclose.

(2) If, after hearing the response of the member and making further investigation as may be warranted in the circumstances, the board determines that the member has in fact failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

SECTION 4. RECORDS OF PROCEEDINGS. The minutes of the Board of Directors shall contain:

(a) The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the Board of Directors' decision as to whether a conflict of interest existed.

(b) The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any

alternatives to the proposed transaction or arrangement and a record of any votes taken in connection therewith.

SECTION 5. ANNUAL STATEMENTS. Each director and principal officer shall annually sign a statement, which affirms that such person:

- (a) has received a copy of the conflicts of interest policy,
- (b) has read and understand the policy,
- (c) has agreed to comply with such policy, and
- (d) understands that BVP is a charitable organization and that in order to maintain its federal tax exemption it must engage primarily in activities, which accomplish one or more of its tax-exempt purposes.

SECTION 6. PERIODIC REVIEWS. To ensure that BVP operates in a manner consistent with its charitable purposes and that it does not engage in activities that could jeopardize its status as an organization exempt from federal income tax, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, consider whether compensation arrangements and benefits, management agreements, and all other similar contractual relationships are reasonable, are a result of arms-length bargaining, reflect reasonable payments for goods and/or services, further BVP’s charitable purposes and do not result in inurement or impermissible private benefit.

SECTION 7. USE OF OUTSIDE EXPERTS. In conducting the periodic reviews provided for in Section 6 of this ARTICLE XV, BVP may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the Board of Directors of its responsibility for ensuring that periodic reviews are conducted.

ARTICLE XVI

NON-DISCRIMINATION

BVP shall cause each mayoral academy for which it is responsible to admit students of any race, color, national origin, ethnic origin, socioeconomic status, ability, religion, gender, or sexual orientation to all the rights, privileges, programs, and activities generally accorded or made available to students at the mayoral academy. Neither BVP nor any mayoral academy for which it is responsible shall discriminate on the basis of race, color, national origin, ethnic origin, socioeconomic status, ability, religion, gender, or sexual orientation in administration of its educational policies, admission policies, scholarship and loan programs, and athletic and other school-administered programs. The requirements of this Article XVI shall be incorporated into each contract BVP enters into with any party for the management or operation of any mayoral academy.

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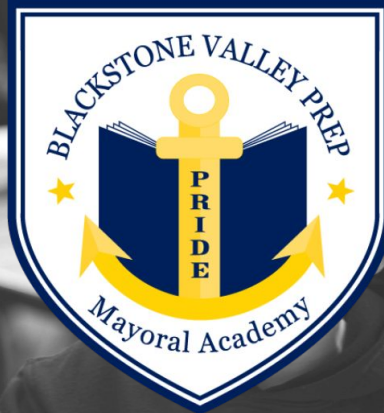
Beth Dowd

6/11/2021 12:18:00 PM

Coversheet

ESSER Funding

Section: III. Previous Business Items
Item: B. ESSER Funding
Purpose: Discuss
Submitted by:
Related Material: BVP ESSER Workshops Board Roll-up.pdf



BVP ESSER Workshops

May/June 2021



Our Mission

The mission of Blackstone Valley Prep is to prepare every scholar for success in college and the world beyond.

Goals for Today

- Understand what ESSER is and how BVP is considering using the funds to advance our mission
- Review RIDE requirements relating to ESSER
- Solicit feedback from key stakeholders on our proposed initiatives

Norms

- One voice at a time
- Your School is My School
 - For today's session, everyone is asked to both represent their respective schools/departments, and all of this is in service of ALL of BVP

What is ESSER?

- Elementary and Secondary School Emergency Relief Fund
- ***Significant*** investment in public schools \$120B (\$120,000,000,000) nationally, \$7.95MM (\$7,956,553) to BVP to be used between now and October, 2024

The arc of the process: RAPID

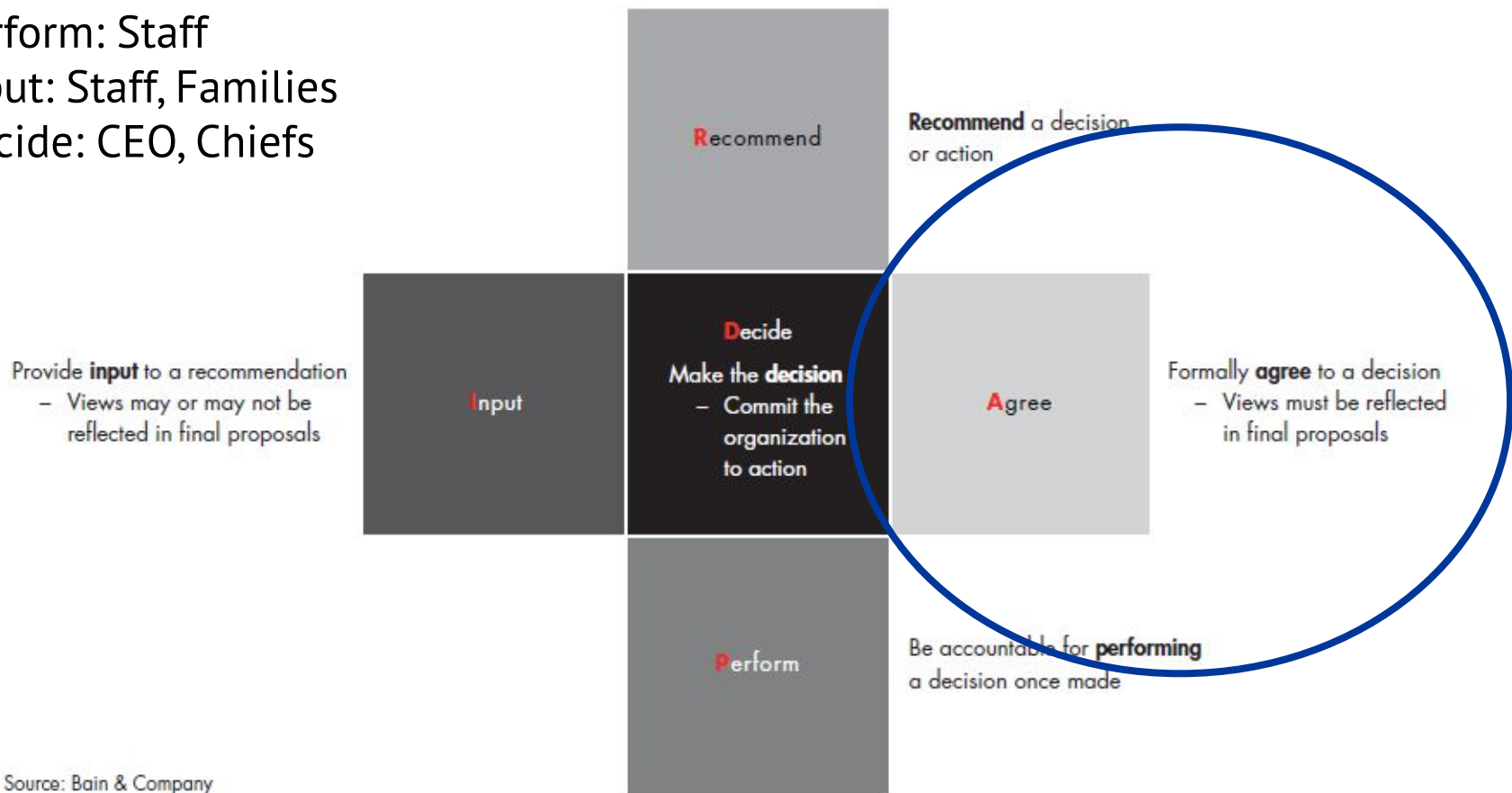
Recommend: HOSs, Cabinet

Agree: Board, RIDE

Perform: Staff

Input: Staff, Families

Decide: CEO, Chiefs



Source: Bain & Company

The arc of the process: RAPID

March 11:
American Rescue
Plan with ESSER
III Passed by feds

March 12: BVP
Cabinet
brainstorm
workshop

April 14: RIDE
announces ESSER
III Allocations
(guidance still
pending)

April 26: BVP
Board Workshop 1

**May 13: BVP
Cabinet/HOS
Workshop**

May/June: Staff
Workshops

May/June:
Family/Scholars

**June: Board
Workshop**

June: Initial RIDE
Submission

BEWARE: Cliff Falling is Deadly



Initiative Categorical Overview

RIDE Categories

- Energize School Community
- High Quality Instruction
- Universal Screening
- Support Transitions
- Close the Digital Divide

Key Initiatives

- Expand **summer** and **after-school** programs with a particular focus on academic support for scholars who may need the most acceleration and enrichment opportunities for all
- Investments in **talent**: literacy and MLL expertise, teacher support, professional training, teacher and leader pipeline
- Investments in **family** support and transition support
- High-quality **curriculum** adoption and implementation
- **Technology** and **infrastructure** upgrades

ESSER + Title = Funds to full picture of our Recovery/Acceleration Work (~\$10.5MM)

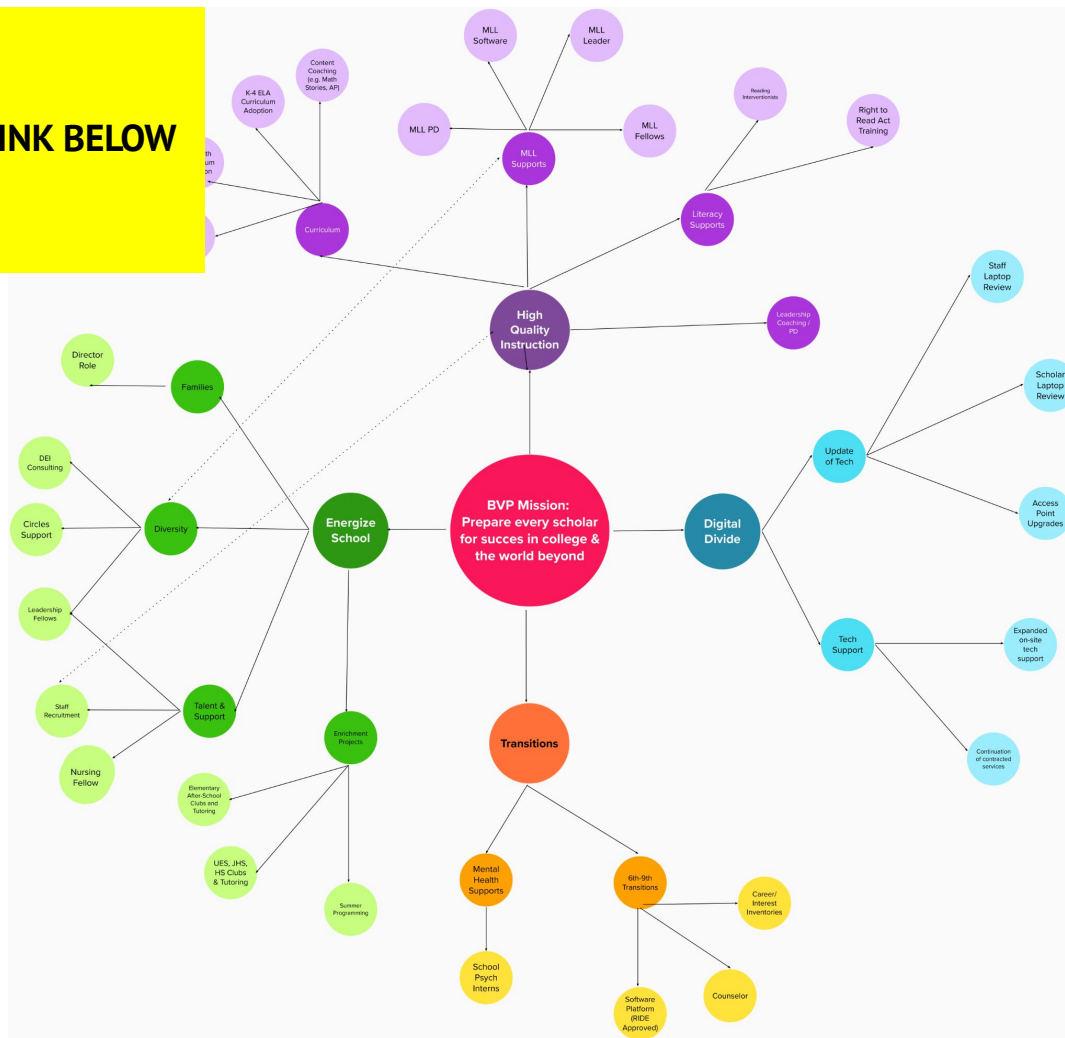
RIDE Categories

- Energize School Community (\$1.9MM)
- High Quality Instruction (\$7.7MM)
- Universal Screening (embedded with HQ Instruction)
- Support Transitions (\$200K)
- Close the Digital Divide (\$590K)

\$10.5MM

Big-picture Visual of the BVP Draft Plan

UPDATE FROM LINK BELOW



Three big questions:

What do you like?

What is missing?

What should be reconsidered?

Feedback we heard:

Staff:

- + Overall very positive feedback
- + Enthusiastic regarding new positions,
- + Enthusiasm for continuing DEI work
- + MLL investments in people and materials; literacy coaching

- Concerned about “falling off cliff”
- Some tension re: “more time” vs. “sustainability”

- ? Arts and Music should be a focus
- ? Classroom tech, specifically voice amplification should be considered
- ? More counseling, especially missing at younger grades

Scholars:

- + Overall very positive feedback
- + Enthusiastic about tech review
- + Enthusiastic about greater investment in clubs and activities
- + Support for teachers

- ? Libraries / book access
- ? More sports teams
- ? More college programming
- ? More support for mentoring/advising
- ? Reconsider food vendor

Coversheet

Facilities - Bond Issue Authorization

Section: IV. New Business Items
Item: A. Facilities - Bond Issue Authorization
Purpose: Vote
Submitted by:
Related Material: Board Resolution 6.14.21.pdf

**RESOLUTION OF THE BOARD OF DIRECTORS OF
RHODE ISLAND MAYORAL ACADEMY (SM)
BLACKSTONE VALLEY**

**(Acquisition and Financing of 909 Lonsdale Avenue
in Central Falls, and 5 Jones Street, and 198 Broad
Street in Cumberland, Rhode Island)**

Whereas, Civic RI Central Falls Charter III LLC (“Landlord”) and Rhode Island Mayoral Academy (sm) Blackstone Valley (“RIMABV”) entered into a Lease Agreement dated as of August 25, 2014 (the “Lease”) for certain Demised Premises thereunder located at 909 Lonsdale Avenue, Central Falls, Rhode Island, used as the RIMABV Junior High School (the “CF Premises”);

Whereas, pursuant to the Lease, RIMABV holds an option to purchase the Premises pursuant to the Purchase Option Agreement set forth in the Lease for a price to be computed as specified in the Lease;

Whereas, RIMABV entered into a Purchase and Sale Agreement dated as of March 12, 2021 (the “PSA”) for certain Premises located at 5 Jones Street, and 198 Broad Street in Cumberland, Rhode Island, Rhode Island, adjacent to the RIMABV High School, (the “PSA Premises”) for One Million Three Hundred Thousand and 00/100 Dollars (\$1,300,000.00);

Whereas, RIMABV plans to use a portion of the PSA Premises to construct an addition to the RIMABV High School to accommodate the planned growth of its network of schools (the “Construction Project”);

Whereas, the PSA calls for a closing to occur on or before September 3, 2021;

Whereas, Equitable Facilities Fund (“EFF”) and the Rhode Island Health and Educational Building Corporation (“RIHEBC”) have indicated a willingness, under certain terms and conditions, to provide financing to RIMABV for the purchase and acquisition of the CF Premises and the PSA Premises, and for the Construction Project in an amount of approximately \$15,000,000;

Whereas, it is anticipated that RIHEBC will agree to issue a conduit revenue bond, note or other contract of finance to be purchased by EFF or its affiliate and will pledge same as collateral security for a certain bond or bonds to be issued for the benefit of EFF or its affiliate(s) and/or RIMABV (the “Bond Issue”);

Whereas, as of June 30, 2020 (most recent audited financial statements), total outstanding long-term debt of RIMABV was \$22,976,000. Of that amount, approximately \$4,376,900 will be retired during FY 2021. On March 5, 2021, a \$15,955,000 bond to acquire 52 Broad Street was issued through RIHEBC;

The Bond Issue is scheduled to be closed by September 1, 2021. The proceeds will be used first to complete the PSA Premises transaction. The remaining proceeds are expected to be spent over the following twelve (12) months;

Whereas, the actions and resolutions set forth below by the Board of Directors of RIMABV are required in order for RIMABV to purchase and acquire the CF Premises and the PSA Premises, and for the Construction Project, and to pay the transaction costs and expenses and the cost of bond/note issuance associated therewith.

NOW THEREFORE, does RIMABV resolve as follows:

Resolved: That RIMABV be and hereby is, authorized and empowered to execute the option to purchase under the Lease and to acquire and purchase the real property and all improvements thereon designated in these resolutions as the Premises also known as 909 Lonsdale Avenue, Central Falls, Rhode Island, to enter into such agreements, contracts, documents, papers and/or instruments, as the Authorized Person (hereinafter defined), deems necessary or desirable to consummate the foregoing purchase and acquisition transaction set forth herein and to pay a purchase price for the Premises in an amount not to exceed Five Million Five Hundred Thousand and 00/100 Dollars (\$5,500,000.00);

Further Resolved: That RIMABV be and hereby is authorized and empowered to borrow an amount not to exceed SIXTEEN MILLION AND 00/100 Dollars (\$16,000,000.00) at a rate not to exceed Five Percent (5.00%) to (i) finance the purchase and acquisition of the CF Premises; (ii) finance the purchase and acquisition of the PSA Premises; (iii) finance the Construction Project, and (iv) pay

the costs and expenses of the transactions set forth in this Resolution and the costs and expenses of the note/bond issuance contemplated thereby and the establishment of any reserves or escrows required in order to effectuate the transactions set forth in this resolution and to borrow said amount from EFF and/or its affiliates and/or RIHEBC, and in connection therewith to grant, execute and deliver a mortgage or mortgages to EFF and/or its affiliate(s) and/or RIHEBC and/or U.S. Bank National Association, as Master Trustee under the Master Trust Indenture dated as of April 1, 2019 as to which RIMABV is a party, encumbering the CF Premises and/or the PSA Premises, a security agreement or security agreements encumbering the real or personal property of RIMABV, such notes, bonds, indentures, pledge agreements, control agreements, guaranties, certificates, applications, including, but not limited to, an application for the financings contemplated by this Resolution to RIHEBC, ratifying any such application or applications heretofore executed or submitted, or other papers, instruments and documents as the Authorized Person deems necessary or desirable including but not limited to documents, instruments or papers of RIMABV to effectuate the acquisition and/or financing of the CF Premises CF Premises and/or the PSA Premises, and the intents and purposes of these resolutions including, but not limited to, such papers or documents as may be necessary or desirable to obtain a credit rating from Standard & Poor's Rating Agency or other credit rating agency,

and to pledge and encumber the revenues of RIMABV hereby ratifying and approving all actions heretofore taken by RIMABV, its officers, employees, agents and Authorized Persons consistent with the intents and purposes of these resolutions and that all such financing referenced in these resolutions shall be in substantial compliance with the term sheet to be furnished by EFF;

Further Resolved, that Jeremy Chiappetta, Executive Director and Chief Executive Officer of RIMABV, and Christine Losea, Director of Finance of RIMABV, each acting singly (individually, the “Authorized Person” and collectively, the “Authorized Persons”) be and each hereby is authorized and empowered to execute and deliver any and all documents, instruments, papers, notes, bonds, contracts, mortgages, guaranties, pledge agreements and the like on behalf of RIMABV and in furtherance of or in connection with the transactions set forth in these resolutions with such amendments and modifications as the Authorized Person determines necessary or desirable, the signature on any of the foregoing by the Authorized Person being evidence of such determination;

Further Resolved, that Hilltop Securities, Inc. be and hereby is approved and ratified as financial advisor to RIMABV in connection with the transactions contemplated by this Resolution for a fee for services not to exceed Twenty Thousand and 00/100 Dollars (\$20,000.00) and that the signing of a contract for

the foregoing consistent with the provisions hereof be and hereby is approved and ratified.

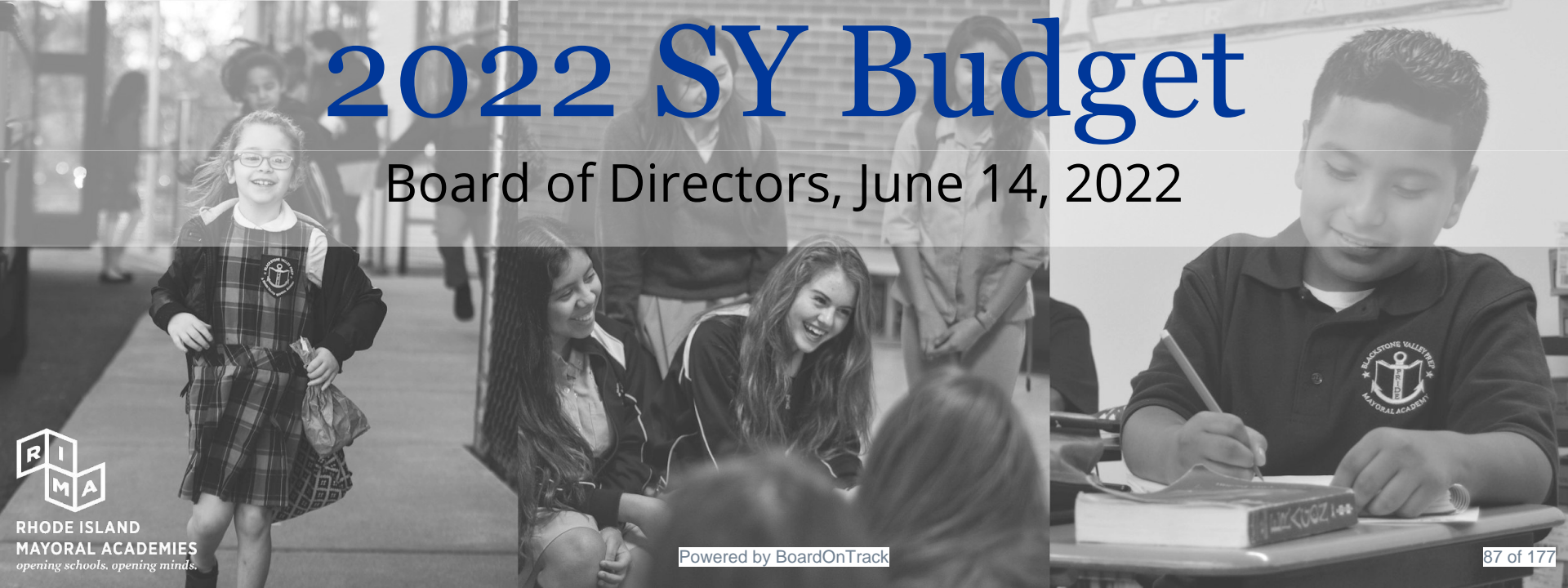
These resolutions shall be effective upon adoption by the Board of Directors of RIMABV.

Adopted: June 14, 2021

Coversheet

Budget 2021-2022

Section: IV. New Business Items
Item: B. Budget 2021-2022
Purpose: Vote
Submitted by:
Related Material: Budget 2022 Slide deck.pdf
Proposed Budget 2021.pdf
Proposed Budget 2021 - details.pdf



2022 SY Budget

Board of Directors, June 14, 2022



Budget 2022

- Revenue
- Expenditures
- Grant Spending
- Proposed Budget

BVP Mission Statement

To prepare every scholar for
success in college and the
world beyond

As with everything we do, we aim to put the needs of our scholars first and foremost in our planning and budgeting.

Revenue Overview

	<u>Approved 2020 Budget</u>	<u>Proposed 2021 Budget</u>	<u>% Increase/ (Decrease)</u>
Public Funding	\$32,053,059	\$39,003,600	22%
Development Revenue	\$ 419,250	\$ 440,200	5%
Other Revenue	<u>\$ 3,856,364</u>	<u>\$ 52,212</u>	-99%
Total Revenue	\$36,328,673	\$39,496,012	9%

Revenue – State and Local

State Aid	\$ 22,396,485
Local Share	<u>\$ 10,322,706</u>
Total State and Local	\$ 32,719,191

Revenue – Federal Funds via State

Title I	\$	835,649
Title IIA	\$	166,311
Title III	\$	30,217
Title IV	\$	81,329
Special Education IDEA	\$	565,146
IDEA PreK	\$	6,658
English Learner Categorical	\$	55,740
CLSD Grant	\$	287,369
High End SPED Categorical	\$	<u>232</u>
Total State Programs	\$	2,028,651

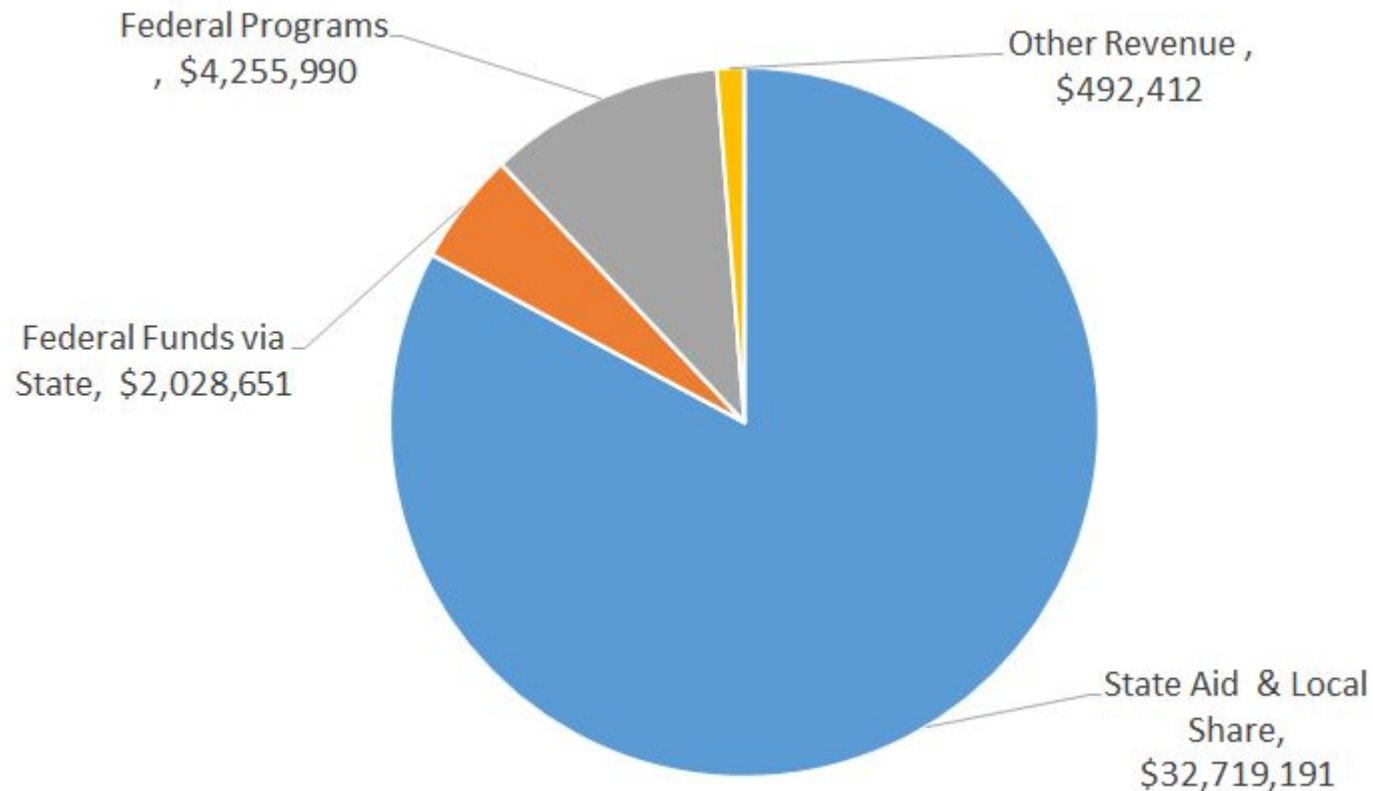
Revenue – Other Federal Funds

Emergency Connectivity Funds	\$ 250,000
ESSER 2	\$ 1,015,800
ESSER 3	\$ 2,527,590
Erate Revenue	\$ 24,000
Medicaid Reimbursement	<u>\$ 438,600</u>
Total Federal Funds	\$ 4,255,990

Revenue - Other

Contributions and Donations	\$	440,200
Earnings on Investments	\$	15,000
Book Store & Local Sales/Rental	\$	7,500
Rental Income (Fields/Pools/Buildings)	\$	24,000
Refund of Prior Year Expenditures	\$	<u>5,712</u>
Total Other Revenue	\$	492,412

Revenue



Expenses- Overview

	FY 2021 <u>Approved</u>	FY 2022 <u>Proposed</u>	Increase/ (Decrease)
Personnel	\$ 24,378,122	\$ 27,935,797	15%
Non Personnel Expenses	\$ 6,559,084	\$ 7,557,256	15%
Facilities	\$ 4,311,966	\$ 2,818,014	-35%
Technology & Equipment	<u>\$ 719,509</u>	<u>\$ 410,686</u>	-43%
Total	\$ 35,968,681	\$ 38,721,752	8%

Expense Highlights - Personnel

- 22 new positions funded under ESSER 2 & 3
 - Substitute for each building
 - MLL Substitutes
 - ELA Interventionist
 - HOS In Residence/Family Engagement
 - CIA ELA and Math Fellows
 - Leadership Fellows
 - Recruiter
- Health Insurance (level with years past)
- Extra time for Enrichment/Clubs/Tutoring/Summer Programming
- Academic Stipends

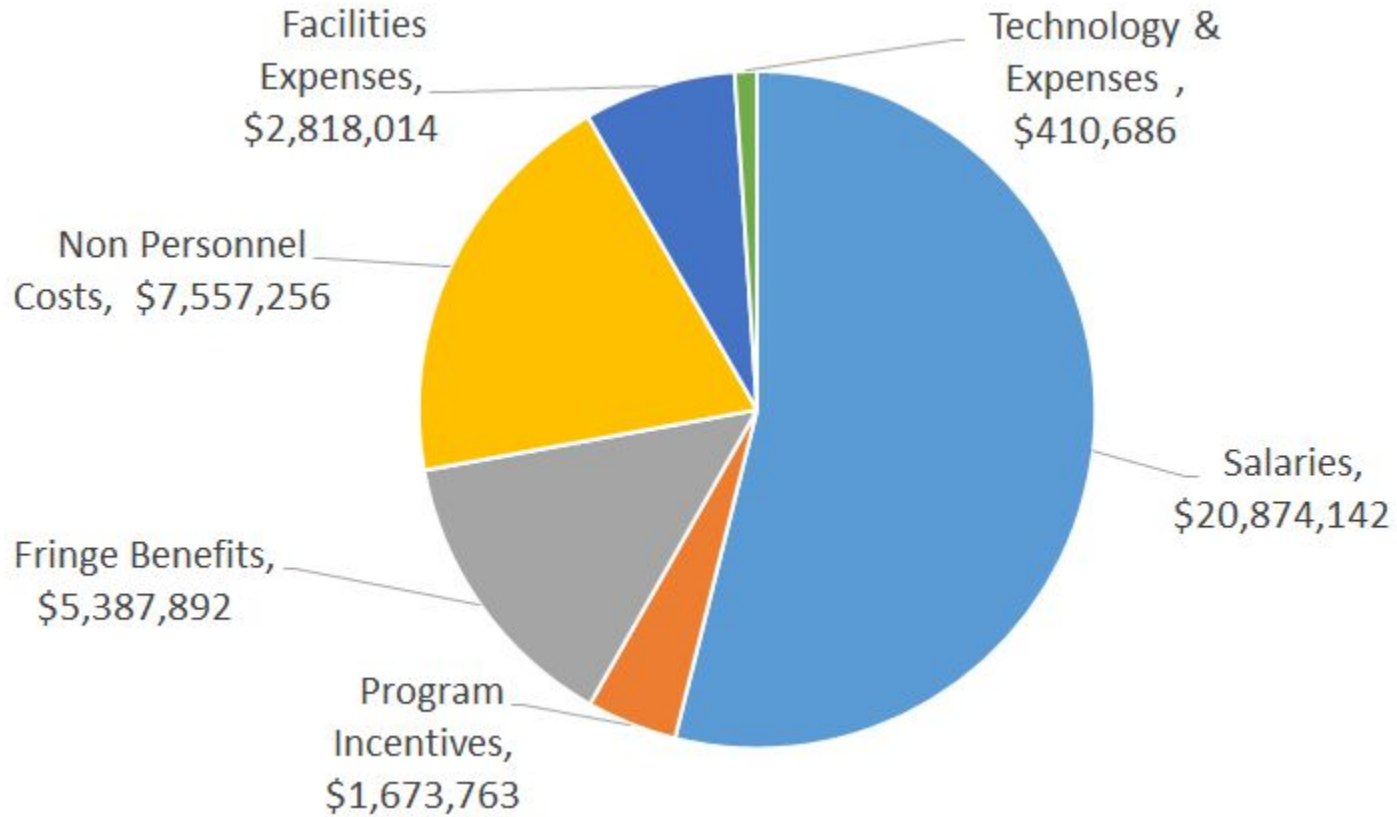
Expense Highlights- Increases

- Tuition Reimbursement
- Professional Development – Right to Read, Leadership Programs, Coaching
- Transportation – up \$1M (daily bus rate increased by 13%)
- Supplies – Materials, Curriculum and Books
- Field Trips / College Tours

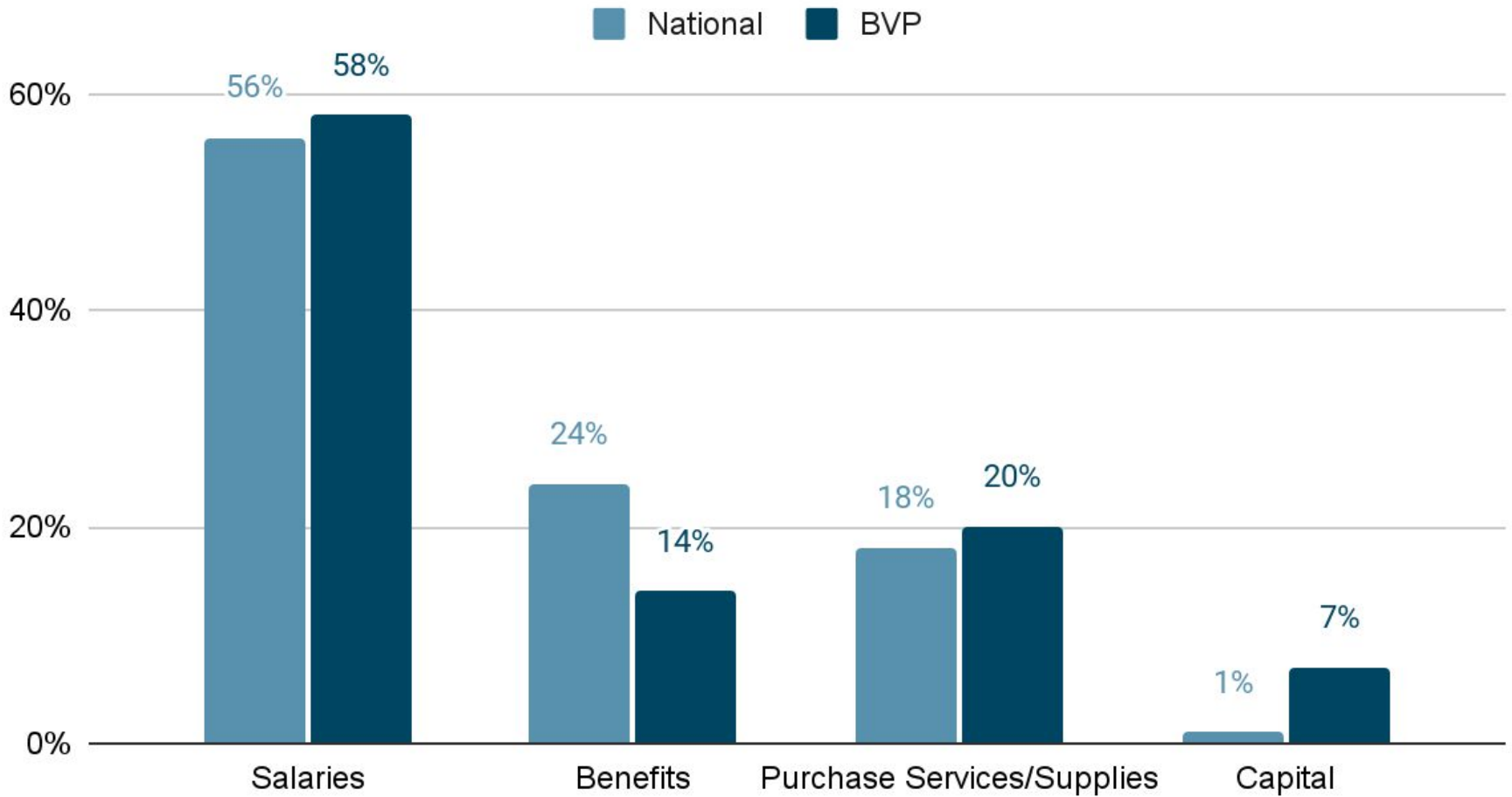
Expenses – Decreases

- COVID Related Costs
 - Maintenance, Cleaning
- Technology
 - ESSER1 Purchases in 2021
- Facilities
 - Bond #2 reflected in decrease

Expenses



BVP vs. National (Source = ICES)



Spending by Grant Source

	Proposed 2022 Budget	Grants											Unrestricted
		ESSER 2	ESSER 3	ELS Categorical	Title 1	Title 2	Title 3	Title 4	IDEA	IDEA PreK	CLSD	ECF	
Grants Amounts	\$38,721,752	\$1,015,800	\$2,527,590	\$55,740	\$835,649	\$166,311	\$30,217	\$81,329	\$565,146	\$6,658	\$287,369	\$250,000	\$32,899,943
Salaries	\$20,874,142	\$271,079	\$1,496,933	\$41,616	\$411,547	0	0	\$68,239	\$461,552	0	\$64,808	0	\$18,058,368
Program Incentives	\$1,673,763	\$119,178	\$315,000	0	\$312,490	\$135,500	\$18,780	0	0	0	\$68,200	0	\$704,615
Fringe Benefits	\$5,387,892	\$65,753	\$360,465	\$11,934	\$79,689	\$10,366	\$1,437	\$9,146	\$103,594	0	\$17,246	0	\$4,728,263
Professional Development	\$534,660	\$170,000	\$214,750	0	\$6,311	\$20,000	0	0	0	0	\$7,500	0	\$116,100
Special Education Services	\$1,026,743	\$34,000	0	0	0	0	0	0	0	0	0	0	\$992,743
Medical	\$5,196	0	0	0	0	0	0	0	0	0	0	0	\$5,196
Business Services	\$455,158	\$60,000	0	0	0	0	0	0	0	0	0	0	\$395,158
Building and Office	\$4,423,457	\$121,465	0	0	\$21,424	0	0	0	0	0	0	0	\$4,280,568
Instructional	\$737,697	\$174,325	\$86,200	\$2,190	\$4,188	\$445	0	0	0	\$6,658	\$129,615	0	\$334,076
Other	\$374,345	0	0	0	0	\$0	0	0	0	0	0	0	\$374,345
Facilities Expenses	\$2,818,014	0	\$54,242	0	0	0	0	0	0	0	0	0	\$2,763,772
Technology & Equipment	\$410,686	0	0	0	0	0	\$10,000	\$3,944	0	0	0	\$250,000	\$146,742
Balance		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	

Proposed SY 2022 Budget

	Approved 2021 Budget	Proposed 2022 Budget
REVENUE		
Public Funding Entitlement Revenue	\$ 32,053,059	\$ 39,003,832
Development Revenue	\$ 419,250	\$ 440,200
Other Revenue	<u>\$ 3,856,364</u>	<u>\$ 52,212</u>
TOTAL REVENUE	\$ 36,328,673	\$ 39,496,244
EXPENSES		
Personnel	\$ 24,378,122	\$ 27,935,797
Non-Personnel Expenses	\$ 6,559,084	\$ 7,557,256
Facilities Expenses	\$ 4,311,966	\$ 2,818,014
Technology & Equipment	<u>\$ 719,509</u>	<u>\$ 410,686</u>
TOTAL EXPENSES	\$ 35,968,681	\$ 38,721,752
Net Revenue	\$ 359,991	\$ 774,492



Blackstone Valley Prep, A Rhode Island Mayoral Academy

FY2021 Proposed Budget

	Approved 2020 Budget	Proposed 2021 Budget	<u>% Increase/ (Decrease)</u>
REVENUE			
Public Funding Entitlement Revenue	\$ 32,053,059	\$ 39,003,832	22%
Development Revenue	\$ 419,250	\$ 440,200	5%
Other Revenue	\$ 3,856,364	\$ 52,212	-99%
Total Revenue	\$ 36,328,673	\$ 39,496,244	9%
EXPENSES			
Personnel Expenses			
Salaries	\$ 18,605,599	\$ 20,874,142	12%
Program Incentives	\$ 898,724	\$ 1,673,763	86%
Fringe Benefits	\$ 4,873,798	\$ 5,387,892	11%
Total Personnel	\$ 24,378,122	\$ 27,935,797	15%
Non-Personnel Expenses			
Professional Development	\$ 216,632	\$ 534,660	147%
Special Education Services	\$ 1,085,827	\$ 1,026,743	-5%
Medical	\$ 29,230	\$ 5,196	-82%
Business Services	\$ 444,979	\$ 455,158	2%
Building and Office	\$ 4,057,425	\$ 4,423,457	9%
Instructional	\$ 591,171	\$ 737,697	25%
Other	\$ 133,819	\$ 374,345	180%
Total Non-Personnel Expenses	\$ 6,559,084	\$ 7,557,256	15%
Facilities Expenses			
Rent	\$ 3,171,409	\$ 1,861,971	-41%
Cost of Occupancy	\$ 450,173	\$ 400,784	-11%
Building Improvements	\$ 565,384	\$ 125,000	-78%
Repairs and Maintenance	\$ 125,000	\$ 430,258	244%
Facilities Expenses	\$ 4,311,966	\$ 2,818,014	-35%
Technology & Equipment			
Technology	\$ 630,877	\$ 375,285	-41%
Furniture, Fixtures and Equipment	\$ 88,632	\$ 35,401	-60%
Total Technology & Equipment	\$ 719,509	\$ 410,686	-43%
Total Expenses	\$ 35,968,681	\$ 38,721,752	8%
Net Revenue	\$ 359,991	\$ 774,492	115%



Blackstone Valley Prep Proposed Budget 2021 - Detail

Revenue

	Approved 2021	Proposed 2021	
Unrestricted Grants-in-Aid - State Sources	\$ 20,180,052	\$ 22,396,485	11%
Tuition from Other Districts	\$ 9,533,527	\$ 10,322,706	8%
Total State and Local	\$ 29,713,579	\$ 32,719,191	10%
Federal Title I	\$ 745,271	\$ 835,649	12%
Title IIA	\$ 137,889	\$ 166,311	21%
Title III	\$ 23,613	\$ 30,217	28%
Title IV	\$ 87,226	\$ 81,329	-7%
Special Education IDEA Federal Funding	\$ 540,651	\$ 565,146	5%
IDEA PreK		\$ 6,658	
Erate Revenue	\$ 18,000	\$ 24,000	33%
English Learner Categorical	\$ 66,107	\$ 55,740	-16%
CLSD Grant	\$ 287,368	\$ 287,369	0%
High End SPED Categorical	\$ 3,355	\$ 232	-93%
Restricted Grants-in-Aid from the Fed Govt thru the State	\$ 1,909,480	\$ 2,052,651	7%
Restricted Grants in Aid Direct from Federal Govt	0	0	
Emergency Connectivity Funds	0	\$ 250,000	
ESSER 2	\$ -	\$ 1,015,800	
ESSER 3	\$ -	\$ 2,527,590	
Total Federal Charter School Startup Grant	\$ -	\$ 3,793,390	
Medicaid Reimbursement	\$ 430,000	\$ 438,600	2%
Restricted Grants In Aid-State Sources	\$ -	\$ -	
Total Public Funding Entitlement Revenue	\$ 32,053,059	\$ 39,003,832	22%
Development			
Contributions and Donations from Private Sources	\$ 419,250	\$ 440,200	5%
Non-Cash Contributions & Donations from Private Sources	\$ -	\$ -	
Other Grants	\$ -	\$ -	
In Kind Contributions - Rent	\$ -	\$ -	
Restricted Grants-Intermediate Sources	\$ -	\$ -	
Total Development Revenue	\$ 419,250	\$ 440,200	5%
Other Income			
Earnings on Investments	\$ 17,550	\$ 15,000	-15%
Food Service Sales - School Lunch programs	\$ -	\$ -	
Food Service Sales - School Breakfast programs	\$ -	\$ -	
Book Store & Local Sales/Rental	\$ 8,161	\$ 7,500	-8%
Other Fees	\$ -	\$ -	
Rental Income (Fields/Pools/Buildings)	\$ 16,000	\$ 24,000	50%
Refund of Prior Year Expenditures	\$ 5,600	\$ 5,712	2%
Sale of Personal and Real Property	\$ -	\$ -	

Loan (Forgiveable via CSGF)		0	0	
Reappropriated Surplus	\$	3,809,053	\$	-
Total Other Revenue	\$	3,856,364	\$	52,212
TOTAL REVENUE	\$	36,328,673	\$	39,496,244
	\$	-	\$	-
Expenses				
Salaries	\$	18,605,599	\$	20,874,142
Total Salaries	\$	18,605,599	\$	20,874,142
Program Incentives				
Extra Time - Clubs, Child Care, etc.	\$	24,120	\$	300,320
Substitutes	\$	145,129	\$	78,178
Bonuses	\$	171,125	\$	262,000
Sick Leave Bonus	\$	158,600	\$	169,715
Tutoring - Sat Opp Days, HW Club	\$	83,510	\$	99,855
Summer School	\$	110,000	\$	502,500
Academic Stipends	\$	168,500	\$	222,700
Stipend - Athletic Coaches/Extra Curricular Advisors	\$	37,740	\$	38,495
Total Program Incentives	\$	898,724	\$	1,673,763
Fringe Benefits				
Health and Medical Premiums	\$	2,032,886	\$	2,218,691
Life	\$	121,293	\$	117,039
Dental	\$	102,601	\$	105,019
Medical Buyback Payments	\$	119,239	\$	95,503
FICA	\$	1,209,268	\$	1,397,970
Medicare	\$	282,813	\$	326,945
FSA Contributions	\$	54,000	\$	58,500
401k Contributions	\$	647,191	\$	707,460
Unemployment Insurance	\$	244,120	\$	270,575
Workers Compensation Premium	\$	60,388	\$	90,192
Total Fringe Benefits	\$	4,873,798	\$	5,387,892
Professional Development				
Professional Development-School	\$	17,000	\$	-
Tuition Reimbursement - non Taxable	\$	64,350	\$	120,884
Professional Development and Training Services	\$	41,595	\$	198,807
Curriculum Development	\$	10,000	\$	20,000
Conferences / Workshops	\$	55,460	\$	159,909
Catering	\$	17,453	\$	18,569
Employee Travel - non-Teachers	\$	5,075	\$	4,872
Employee Travel - Teachers	\$	5,700	\$	11,619
Total Professional Development	\$	216,632	\$	534,660
Special Education Services				

Administrative Support	\$	-	\$	34,000	
Speech Therapists	\$	81,500	\$	96,030	18%
Occupational Therapists	\$	32,250	\$	33,015	2%
Psychologist	\$	5,100	\$	5,202	2%
Translation	\$	6,477	\$	6,706	4%
Physical Therapists	\$	15,050	\$	5,407	-64%
Evaluations	\$	6,450	\$	6,603	2%
Consultants, Special Education Services	\$	39,000	\$	39,780	2%
Tuition - Out of District	\$	900,000	\$	800,000	-11%
Total Special Education Services	\$	1,085,827	\$	1,026,743	-5%

Medical

Physicians	\$	2,517	\$	2,593	3%
Dentists	\$	2,526	\$	2,603	3%
Contracted Nursing Services	\$	24,188	\$	-	-100%
Total Medical	\$	29,230	\$	5,196	-82%

Business Services

Auditing/Actuarial Services	\$	53,040	\$	54,101	2%
Legal Services	\$	51,000	\$	35,000	-31%
Pension Advisors	\$	10,000	\$	14,000	40%
Other Services	\$	28,005	\$	28,565	2%
Medicaid Claims Provider	\$	43,969	\$	44,848	2%
Data Processing Services	\$	82,774	\$	84,430	2%
Other Technical Services	\$	132,416	\$	149,564	13%
Other Charges	\$	43,775	\$	44,650	2%
Total Business Services	\$	444,979	\$	455,158	2%

Building and Office

Shipping and Postage	\$	16,916	\$	17,254	2%
Rubbish Disposal Services	\$	75,370	\$	76,878	2%
Snow Plowing Services	\$	65,541	\$	66,852	2%
Custodial Services	\$	449,848	\$	387,671	-14%
Rodent and Pest Control Services	\$	8,559	\$	8,730	2%
Telephone	\$	13,835	\$	14,111	2%
Wireless Communications	\$	183,630	\$	187,303	2%
Internet Connectivity	\$	43,726	\$	44,601	2%
Rental of Equipment and Vehicles	\$	177,699	\$	181,253	2%
Transportation Contractors - Daily	\$	2,174,080	\$	3,022,216	39%
Transportation Contractors - Summer	\$	-	\$	98,334	
Property and Liability Insurance	\$	103,897	\$	105,975	2%
Student Accident Insurance	\$	10,900	\$	11,118	2%
Errors & Omissions Insur (Dir & Officers)	\$	11,758	\$	11,993	2%
Advertising Costs	\$	10,404	\$	10,612	2%
Printing	\$	23,639	\$	24,344	3%
Supplies - Office	\$	21,549	\$	21,778	1%

Supplies - Breakroom	\$	12,902	\$	13,251	3%
Medical Supplies	\$	176,300	\$	14,744	-92%
Custodial Supplies	\$	463,459	\$	90,758	-80%
Food Service Contractors	\$	13,415	\$	13,683	2%
Total Building and Office	\$	4,057,425	\$	4,423,457	9%

Instructional

Supplies - Classroom	\$	364,710	\$	540,837	48%
Web-based Supplemental Instruction Programs					
Testing	\$	10,750	\$	11,052	3%
Dual Enrollment Program	\$	85,680	\$	35,000	-59%
Uniform/Wearing Apparel Supplies	\$	8,550	\$	8,565	0%
Athletic Supplies	\$	5,000	\$	5,000	0%
Honors/Awards Supplies	\$	42,079	\$	43,254	3%
Textbooks	\$	10,200	\$	10,404	2%
Library Books	\$	20,703	\$	21,221	3%
Field Trips - Admission	\$	21,500	\$	22,104	3%
Field Trips - Transportation	\$	16,875	\$	35,000	107%
Subscriptions and Periodicals	\$	5,124	\$	5,261	3%
Total Instructional	\$	591,171	\$	737,697	

Other

Officials/Referees	\$	12,000	\$	12,000	0%
Police Detail					
Other Dues and Fees	\$	85,833	\$	132,550	54%
Bank Fees	\$	7,140	\$	7,283	2%
License & Permit Fees	\$	2,165	\$	2,208	2%
Loan Payments	\$	-	\$	200,000	
Interest Expense	\$	5,200	\$	5,304	2%
Real & Personal Property Tax Payment	\$	21,481	\$	15,000	-30%
Total Other	\$	133,819	\$	374,345	180%

TOTAL NON-PERSONNEL	\$	6,559,084	\$	7,557,256	15%
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Rental

Renting Land and Buildings	\$	3,171,409	\$	1,861,971	-41%
Total Rental	\$	3,171,409	\$	1,861,971	-41%

Cost of Occupancy

Water	\$	22,180	\$	22,811	3%
Sewage/Cesspool	\$	39,882	\$	40,680	2%
Alarm and Fire Safety Services	\$	22,902	\$	23,360	2%
Moving	\$	48,000	\$	9,000	-81%
Inspections	\$	4,896	\$	4,994	2%
Natural Gas	\$	73,720	\$	75,194	2%
Electricity	\$	238,594	\$	224,746	-6%

Building Improvements	\$	125,000	\$	125,000	0%
Total Cost of Occupancy	\$	575,173	\$	525,784	-9%
Repairs and Maintenance					
Repairs & Maintenance	\$	20,400	\$	68,808	237%
Maintenance and Repairs - Fixtures and Equipment	\$	19,995	\$	20,267	1%
Maintenance and Repairs - General	\$	105,788	\$	107,090	1%
Maintenance and Repairs - Technology-Related Hardware	\$	211,405	\$	204,472	-3%
Maintenance and Repairs - Electrical	\$	14,094	\$	14,267	1%
Maintenance and Repairs - Plumbing	\$	193,702	\$	15,353	-92%
Total Repairs and Maintenance	\$	565,384	\$	430,258	-24%
TOTAL FACILITY EXPENDITURES	\$	4,311,966	\$	2,818,014	-35%
Technology					
Technology-Related Supplies	\$	19,164	\$	19,547	2%
Technology-Related Hardware	\$	543,645	\$	286,668	-47%
Technology Software	\$	68,068	\$	69,070	1%
Total Technology	\$	630,877	\$	375,285	-41%
Furniture, Fixtures and Equipment					
Equipment	\$	43,821	\$	17,196	-61%
Furniture and Fixtures	\$	44,811	\$	18,205	-59%
Total Furniture, Fixtures and Equipment	\$	88,632	\$	35,401	-60%
TOTAL TECHNOLOGY AND CAPITAL EXPENDITURES	\$	719,509	\$	410,686	-43%
Total Expenditures	\$	35,968,681	\$	38,721,752	
Net Revenue	\$	359,991	\$	774,492	

Coversheet

Title IX Policy Update

Section: IV. New Business Items
Item: C. Title IX Policy Update
Purpose: Vote
Submitted by:
Related Material: BVP Staff Handbook 19-20.docx - Google Docs.pdf

BLACKSTONE VALLEY PREP MAYORAL ACADEMY

Today we learn. Tomorrow we lead.



Employee Policies

August 1, 2019

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GENERAL POLICIES AND PROCEDURES

Equal Opportunity Employment Policy

1. In order to provide equal employment and advancement opportunities to all individuals, Blackstone Valley Prep will base employment decisions on merit, qualifications, and abilities.
2. Blackstone Valley Prep does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender identity/expression, national or ethnic origin, handicap, age, sexual orientation, or any other characteristics protected by law.
3. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.
4. Any employee with questions or concerns about any type of discrimination in the workplace is encouraged to bring these issues to the attention of his or her immediate supervisor or the Chief Executive Officer. In cases where the situation may involve the Chief Executive Officer the employee may approach the Board of Directors.
5. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination such as hate-related behavior, harassment, or retaliation will be subject to disciplinary action, up to and including termination of employment.

Immigration Law Compliance Policy

1. Blackstone Valley Prep will employ only United States citizens and individuals authorized to work in the United States. Blackstone Valley Prep does not discriminate on the basis of citizenship or national origin.
2. In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees whom Blackstone Valley Pre rehires must also complete the form if they have not completed an I-9 with Blackstone Valley Prep within the past three years, or if their previous I-9 is no longer retained or valid.
3. Employees with questions or seeking more information on immigration law issues are encouraged to contact the Chief Executive Officer. Employees may raise questions or complaints about immigration law compliance without fear of reprisal.

Americans with Disabilities Act (ADA) Policy

1. In 1990, Congress passed a civil rights law prohibiting discrimination on the basis of disability in the private and public sectors. As an employer, we are obligated to inform you that the Americans with Disabilities Act gives civil rights protection to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications.
2. Subject to applicable law, Blackstone Valley Prep will comply with the requirement to provide a reasonable accommodation to any qualified employee or applicant with a qualified disability, unless it would impose an undue hardship on Blackstone Valley Prep.

3. Individuals who believe they need an accommodation to perform their job(s) should submit a written request to the Human Resources department with appropriate medical documentation to support their request, including a description of the activities that they can and cannot perform. If an employee does not provide the appropriate documentation in a timely manner, Blackstone Valley Prep may delay or deny a request for an accommodation.

Transgender Employee Policy

1. Blackstone Valley Prep will change an employee's official record to reflect a change in name or gender upon request from the employee. Certain types of records, such as those relating to payroll and retirement accounts, may require a legal name change before the person's name can be changed. Blackstone Valley Prep will update, in a timely manner, any photographs, name placards, business cards, and other items that identify the employee's name and/or gender at the transitioning employee's workplace so the transitioning employee's gender identity and expression are represented accurately.
2. A transgender employee has the right to be addressed by the name and pronoun corresponding to the employee's gender identity. A court ordered name or gender change is not required. The intentional or persistent refusal to respect an employee's gender identity can constitute harassment and is a violation of this policy.
3. When entering into a new health insurance contract, Blackstone Valley Prep will actively research coverage for transition-related care up to and including surgery.
4. Employees shall have access to the restroom corresponding to their gender identity. Any employee who has a need or desire for increased privacy, regardless of the underlying reason, will be provided access to a single stall restroom, when available. No employee, however, shall be required to use such a restroom. All employees have a right to safe and appropriate restroom facilities, including the right to use a restroom that corresponds to the employee's gender identity, regardless of the employee's sex assigned at birth. That is, transgender women must be permitted to use the women's restroom, and transgender men must be permitted to use the men's restroom. The decision should be left to the transgender employee to determine the most appropriate and safe option for them.

WORKPLACE HEALTH AND SAFETY POLICIES

School Safety Policy

1. Blackstone Valley Prep is committed to providing the best possible working conditions for all its scholars, visitors, and staff members. To accomplish this, Blackstone Valley Prep shall comply with current occupational health, safety, and environmental laws, and shall develop the operations, procedures, technologies, and policies needed to provide such conditions.

Occupational Safety and Health Act (OSHA) Policy

1. Consistent with federal OSHA requirements, and to protect the well-being of employees, Blackstone Valley Prep recognizes a need to limit the potential harmful effects of occupational exposure to blood and other potentially infectious bodily fluids, where exposure to these materials (primarily hepatitis B and human immunodeficiency virus (HIV/AIDS)) could result in the infection, illness, or death of employees.
2. The Health Safety Policy covers all Blackstone Valley Prep employees, but particularly those who may reasonably anticipate coming into contact with these materials because of their job duties.
3. As recommended in the CDC's publication, "Exposure to Blood-What Healthcare Workers Need to Know," employees whose skin or mucous membranes are exposed to blood or bodily fluids during the performance of their job shall do the following as soon as feasible following contact:
 - a. Wash needle sticks and cuts with soap and water
 - b. Flush the nose, mouth, or skin with water
 - c. Irrigate eyes with clean water, saline, or sterile solutions
4. If your job duties potentially put you into contact with blood or bodily fluids, Blackstone Valley Prep's nurse will provide you with appropriate information.

Workplace Safety Policy

1. Staff members are required to report immediately any unsafe conditions, or any workplace safety incidents, at Blackstone Valley Prep to their supervisor or the Chief Executive Officer.
2. Staff members are also encouraged to raise their ideas, concerns, and suggestions with respect to school safety (anonymously, if they choose). Blackstone Valley Prep will not retaliate against staff members who make such reports in good faith.

Workplace Violence Policy

1. Blackstone Valley Prep is committed to providing an environment free from acts, or threats, of violence. In keeping with this commitment, Blackstone Valley Prep has established a strict policy that prohibits any staff member from threatening, or committing, any act of violence at Blackstone Valley Prep, while on duty, while on school-related business, or while operating any vehicle or equipment that Blackstone Valley Prep owns or leases.

2. Blackstone Valley Prep will not tolerate staff members who make threats, engage in threatening behavior, or commit acts of violence against staff members, scholars, or visitors.

SCHOLAR HEALTH & SAFETY POLICIES

School Nurse Policy

1. A school nurse is available at posted hours. These hours are typically posted on the Blackstone Valley Prep nurse's office door (or are available from the Office of the Head of School).
2. If a scholar is injured, the faculty member in charge must bring him or her to the Blackstone Valley Prep nurse.
3. In a medical emergency at the school, the faculty member should notify the Blackstone Valley Prep nurse immediately.
4. Only the Blackstone Valley Prep nurse may determine if a child must go home for medical reasons.
5. In the event that a school nurse is not present, Blackstone Valley Prep must receive permission from a child's parent/guardian to allow the child to go home for medical reasons.
6. Blackstone Valley Prep never allows children to leave campus on their own without being signed out of the building by a parent/guardian, or authorized pick-up person.

Medication Administration Policy

1. Only registered nurses and physicians, who have proper authorization and training, are permitted to administer medication of any kind (including over-the-counter medication such as Tylenol, Motrin, cough medicine, herbal remedies, etc.) to scholars.
2. Furthermore, scholars may not have prescription or non-prescription medication in their possession without the express written consent of the school's medical staff.
3. In the absence of the school nurse, a staff member whom the school nurse or a licensed physician has authorized and trained in safely administering medications may administer oral, topical, inhalant, or injectable medications.
4. No prescription medication should be administered to any scholar without the written order of a licensed physician, licensed dentist, advanced practice registered nurse, or physician assistant, and the written authorization of a parent/guardian. Non-prescription should not be administered without the written authorization of a parent/guardian.
5. The school nurse or authorized staff member shall record the administration of medications as prescribed on the Scholar Medication Form. As each form is completed, the Blackstone Valley Prep nurse will file it in the scholar's cumulative health record.

Psychotropic Medication Policy

1. Blackstone Valley Prep prohibits its personnel from recommending the use of psychotropic drugs for any child. For the purposes of this policy, the term – recommend – shall mean to suggest directly or indirectly that a child should use or would benefit from psychotropic drugs.

Medical Evaluation Policy

1. Nothing in this policy shall be construed to prohibit a planning and placement team, or medical staff, from discussing with the parents/guardians of a child the appropriateness of consultation with, or evaluation by, medical practitioners, or to prohibit school personnel from consulting with appropriate medical practitioners with the consent of the parents/guardians of a child.

PROCEDURES FOR REPORTING CHILD ABUSE

Child Abuse/Neglect Reporting Policy

1. The state of Rhode Island defines an abused and/or neglected child as, “a child whose physical or mental health or welfare is harmed or threatened with harm when his or her parent/guardian or other person responsible for his or her welfare: (a) Inflicts or allows to be inflicted upon the child physical or mental injury... (b) Creates or allows to be created a substantial risk of physical or mental injury... (c) Commits or allows to be committed against the child an act of sexual abuse or (d) Fails to supply the child with adequate food, clothing, shelter, or medical care, though financially able to do so... (e) Fails to provide the child with a minimum degree of care or proper supervision or guardianship because of his or her unwillingness or inability to do so... or (f) Abandons or deserts the child.” For a complete list of acts that may constitute child abuse, see Rhode Island General Laws 40-11-2.
2. The law requires that anyone who knows or has reasonable cause to suspect that a child is being abused, neglected, or is the victim of sexual abuse report it within 24 hours to the Child Abuse Hotline at 1(800)-742-4453. Professional Child Protective Investigators staff the hotline 24 hours a day, seven days a week.
3. Any school employee who knows or has reasonable cause to suspect that a BVP scholar is being abused, neglected, or is the victim of sexual abuse must comply with RI law in conjunction with the school’s policy:
 - a. The school employee will report the information to the School Social Worker within 24 hours of learning of the abuse/neglect or of calling the Child Abuse Hotline.
 - i. In the absence of the School Social Worker, school employee will report to the Head of School.
 - ii. In the absence of both the School Social Worker and the Head of School, school employee will report to the Chief Executive Officer.
 - b. School employee will fill out a DCYF Form documenting the call made to the Child Abuse Hotline.
 - i. School employee will submit a copy to the School Social Worker and the Head of School within 72 hours of the call, to be included in the scholar’s file.
 - c. If a school employee is uncertain about whether the situation warrants a call to the Child Abuse Hotline, they will discuss the situation with the School Social Worker or Head of School.
 - i. In absence of the School Social Worker or Head of School, a school employee can call the Child Abuse Hotline to discuss the situation with a professional Child Protective Investigator.
4. School employees shall maintain confidentiality and exercise caution in regards to all information relating to abuse and/or neglect.

Bullying and Cyber Bullying Policy

1. Blackstone Valley Prep is committed to a safe, caring, friendly environment free from harassment, intimidation, and bullying/cyber bullying. Consequentially, BVP has adopted the Rhode Island Statewide Bullying Policy, also known as the Safe School Act. Bullying of another scholar creates a climate of fear and disrespect that can seriously

- impair the bullied scholar's health and negatively affect learning. Bullying undermines the safe learning environment that scholars need to achieve their full potential.
2. Bullying means the use by one or more scholars of a written, verbal, or electronic expression, or a physical act or gesture, or any combination thereof directed at another scholar that:
 - a. Causes physical or emotional harm to the scholar or damage to the scholar's property;
 - b. Places the scholar in reasonable fear of harm to himself/herself or of damage to his/her property;
 - c. Creates an intimidating, threatening, hostile, or abusive educational environment for the scholar;
 - d. Infringes on the rights of the scholar to participate in school activities; or
 - e. Materially and substantially disrupts the education process or the orderly operation of a school.
 3. The expression, physical act, or gesture may include, but is not limited to, an incident or incidents that may be reasonably perceived as being motivated by characteristics such as the following: race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or mental, physical, or sensory disability, intellectual ability, or by any other distinguishing characteristic. Bullying most often occurs as repeated behavior and often is not a single incident between the bullying/cyber-bullying offender(s) and the bullying victim(s).
 4. In most circumstances, bullying does not include a mutual fight between two scholars of roughly equal strength who are angry with each other. Such fights are subject to discipline as a violation of school rules prohibiting fighting.
 5. Cyber-bullying means bullying through the use of technology or any electronic communication, which shall include, but not be limited to, any transfer of signs, signals, writing, images, sounds, data, texting, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo electronic, or photo optical system, including, but not limited to, electronic mail, Internet communications, instant messages or facsimile communications.
 6. At school means:
 - a. on school premises,
 - b. at any school-sponsored activity or event whether or not it is held on school premises,
 - c. on a school-transportation vehicle,
 - d. at an official school bus stop,
 - e. using property or equipment provided by the school, or
 - f. acts which create a material and substantial disruption of the education process or the orderly operation of the school.
 7. The range of disciplinary actions that may be taken against a perpetrator for bullying, cyber-bullying, or retaliation shall include, but not be limited to:
 - a. Loss of the opportunity to participate in extracurricular activities.
 - b. Loss of the opportunity to participate in school social activities.
 - c. Loss of the opportunity to participate in graduation exercises.
 - d. Loss of school bus transportation.
 - e. Transfer to another school.
 - f. Assignment of additional homework or community service.
 - g. In-school suspension.

- h. Short term school suspension (10 or fewer days of suspension) or long term school suspension (suspension for more than 10 days).
 - i. Admonishments, warnings, and/or counseling.
- 8. The Head of School will establish, and prominently publicize to scholars, staff, volunteers, and parents/guardians, how a report of bullying may be filed and how this report will be acted upon. The victim of bullying, anyone who witnesses an incidence of bullying, and anyone who has credible information that an act of bullying has taken place, may file a report of bullying. Any scholar or staff member who believes he/she is being bullied should immediately report such circumstances to an appropriate staff member, teacher, or administrator.
- 9. Reports of bullying or cyber bullying can be made directly through the Blackstone Valley Prep "Report an Incident" link located at the bottom of each page of the BVP website, or accessed directly at <https://blackstonevalleyprep.org/bullying/>.
- 10. Parents/Guardians of the victim of bullying and parents/guardians of the alleged perpetrator of the bullying shall be notified within twenty-four (24) hours of the incident report. When there is a reasonable suspicion that a child is either a bully or a victim of bullying, the parents/guardians of the child will be notified immediately by the Head of School.
- 11. Responsibility of Staff: BVP staff who observe an act of bullying, or who have reasonable grounds to believe that bullying is taking place, must report the bullying to school authorities. Failure to do so may result in disciplinary action. In this context, staff includes volunteers working at the school.
- 12. Instruction in the Prevention of Bullying/Cyber Bullying: Blackstone Valley Prep shall give scholars and staff instruction in policies and regulations against bullying and cyber bullying. This instruction shall include methods of discouraging and preventing bullying, along with instruction on how to file a complaint against bullying/cyber bullying and the disciplinary action that the school may take against those who commit acts of bullying/cyber bullying.
- 13. Responsibility of Scholars: Scholars who observe an act of bullying, or who have reasonable grounds to believe that bullying is taking place, must report the bullying to school authorities. Failure to do so may result in disciplinary action. The victim of bullying, however, shall not be subject to discipline for failing to report the bullying. Scholar reports of bullying or retaliation may be made anonymously. No disciplinary action shall be taken against an accused scholar on the basis of an anonymous report.
- 14. Investigation of Bullying/Cyber Bullying: The Head of School, or his/her designee, shall promptly investigate all allegations of bullying, harassment, or intimidation. If the allegation is found to be credible, appropriate disciplinary actions, subject to applicable due process requirements, will be imposed. Additional BVP staff may be utilized to mediate bullying situations. The investigation will include an assessment of what effect the bullying has had on the victim.
- 15. Help for the Victim of Bullying/Cyber Bullying: If bullying/cyber bullying has placed the victim's mental health at risk, the school will make appropriate referrals. If the bullying/cyber bullying included a violent criminal offense, the victim of the bullying will be informed of any school transfer rights he/she may have.
- 16. Prohibition against Retaliation: Retaliation or threats of retaliation in any form designed to intimidate the victim of bullying, those who are witnesses to bullying, or those investigating an incident of bullying, shall not be tolerated. Retaliation or threats

of retaliation will result in the imposition of discipline in accordance with the school behavior code.

17. Prohibition against False Reports of Bullying/Cyber Bullying: A BVP employee, school volunteer, or scholar who knowingly makes a false accusation of bullying or retaliation shall be disciplined in accordance with the school behavior code, including short or long-term suspension from school.
18. Individualized Scholar Safety Plan: If a scholar is the victim of serious or persistent bullying/cyber bullying, the Head of School will prepare a written school safety plan outlining what steps will be taken to provide the scholar with a safe educational environment. This plan will be developed, if possible, with input from the parents/guardians of the scholar. Staff members who are to implement the plan will help formulate it.
19. Police Notification: When the bullying/cyber-bullying involves conduct that violates criminal law, the police shall be notified.
20. Mediation Board: The Head of School may establish a board to resolve complaints of bullying/cyber bullying in circumstances where mediation may provide an appropriate remedy. The Mediation Board may, when appropriate, include scholars.
21. Voluntary Participation in Mediation: No scholar who is the victim of bullying/cyber bullying shall be required to participate in mediation or to accept any apology tendered by the bullying scholar. The decision of a victim of bullying not to participate in a mediation program shall not diminish the obligation of the school to impose discipline against the scholar who has committed an act of bullying.
22. Bullying/Cyber Bullying Prevention Task Force: The Chief Executive Officer of Blackstone Valley Prep shall establish a Bullying/Cyber Bullying Prevention Task Force. This Task Force may include parents/guardians, school staff, and law enforcement officers, community members, and if age allows, scholars. The purpose of this Task Force will be to develop policies and programs to educate scholars and staff about the harm caused by bullying/cyber bullying. The Task Force may also create programs to prevent or diminish bullying. The program recommendations of the Task Force shall be subject to review by the School Board before the programs are implemented. The duties of the Bullying/Cyber Bullying Prevention Task Force may be assigned to the school's scholar intervention team.
23. School Atmosphere: Bullying, cyber-bullying, and retaliation against any person associated with a report of bullying, or the investigation thereof, is prohibited at Blackstone Valley Prep. School staff will take all reasonable measures to prevent bullying at school. Such measures may include professional development and prevention activities for staff members, family workshops, and scholar assemblies. Heads of School, teachers, and staff of Blackstone Valley Prep will model courteous behavior to each other, scholars, and school visitors at all times. Abusive or humiliating language or demeanor will not be accepted. Additionally, scholars and their families are expected to exhibit courteous behavior to all members of the BVP community in school and at school sponsored events.
24. Reports to the Head of School: The Head of School will provide the Chief Executive Officer and/or the Board of Directors with a summary report of incidents, responses, and any other bullying-related issues at least twice annually.
25. Social Skills Training: The school health program and school counseling services will include appropriate social skills training to help scholars avoid isolation and to help them interact in a healthy manner.

HARASSMENT POLICY

Policy Prohibiting Harassment

1. It is the policy of Blackstone Valley Prep to maintain a work environment in which all individuals are treated with respect and dignity.
2. Each individual has the right to work in a professional atmosphere that prohibits discriminatory practices, including sexual harassment and harassment based on race, color, religion, national origin, sexual orientation, age, handicap, disability, or any other category protected by law.
3. Harassment, whether verbal, physical, or environmental, is unacceptable and will not be tolerated by Blackstone Valley Prep.
4. The purposes of this policy against harassment are to educate all Blackstone Valley Prep staff members about what may constitute harassment, to notify everyone who works at Blackstone Valley Prep that Blackstone Valley Prep will not condone or tolerate harassment, and to establish a procedure which encourages anyone who feels they have been subjected to harassment to report such conduct to representatives of Blackstone Valley Prep, who will investigate and respond to any report.

Definition of Harassment

1. Harassment is verbal or physical conduct that denigrates or shows hostility or aversion towards an individual because of race, color, religion, sex, national origin, sexual orientation, age, handicap or disability, or that of persons with whom the individual associates.
 - a. For example, racial harassment includes harassment based on an immutable characteristic associated with race (e.g., skin color or facial features);
 - b. Religious harassment may include demands that a staff member alter or renounce some religious belief in exchange for job benefits;
 - c. Sexual harassment is defined more specifically below.
2. Blackstone Valley Prep's policy is to prohibit behavior based on a person's race, color, religion, sex, national origin, sexual orientation, age, handicap or disability that: (1) has the purpose or effect of creating an intimidating, hostile or offensive work environment; (2) has the purpose or effect of unreasonably interfering with an individual's work performance; or (3) otherwise adversely affects an individual's employment opportunities.
3. Regardless of whether any single instance of improper behavior described below rises to the level of harassment prohibited by law, it is Blackstone Valley Prep's policy that such behavior is inappropriate and offensive, and it will not be tolerated. Examples of behavior that violate this policy and may constitute harassing conduct include, but are not limited to:
 - a. epithets, slurs, quips, or negative stereotyping that relate to race, color, religion, sex, national origin, sexual orientation, age, handicap, disability, or any other category protected by law;
 - b. threatening, intimidating or hostile acts that relate to race, color, religion, sex, national origin, sexual orientation, age, handicap or disability;
 - c. written or graphic material (including graffiti) that denigrates or shows hostility or aversion toward an individual or group because of race, color, religion, sex, national origin, sexual orientation, age, handicap or disability and that is placed

- on walls, bulletin boards, or elsewhere on Blackstone Valley Prep's premises, or circulated or displayed in the workplace; or
- d. "Jokes," "pranks" or other forms of "humor" that is demeaning or hostile with regard to race, color, religion, sex, national origin, sexual orientation, age, handicap or disability.

Definition of Sexual Harassment

1. As defined by the courts and by the Equal Employment Opportunity Commission, sexual harassment includes unwelcome or unwanted sex-based conduct: (1) when a staff member's submission to or rejection of this conduct affects decisions regarding hiring, evaluation, promotion or any other aspect of employment; or (2) when such conduct substantially interferes with an individual's employment or creates an intimidating, hostile or offensive work environment.
2. Blackstone Valley Prep prohibits any inappropriate or offensive behavior including, but not limited to:
 - a. coerced sexual acts;
 - b. express or implied demands for sexual favors in exchange for favorable reviews, assignments, promotions, continued employment or promises of continued employment; touching or assaulting an individual's body, or staring, in a sexual manner;
 - c. graphic, verbal commentary about an individual's body or sexuality;
 - d. unwelcome flirtations, advances, or propositions;
 - e. sexually suggestive, or obscene comments or gestures;
 - f. the display in the workplace of graphic and sexually suggestive objects, pictures or graffiti;
 - g. negative statements or disparaging remarks targeted at one sex (either men or women), even if the content of the verbal abuse is not sexual in nature; or
 - h. Any form of retaliation against a staff member for complaining about the type of behavior described above or supporting the complaint of an alleged victim.
3. The type of behavior described above as examples of sexual harassment or harassment based on race, color, religion, sex, national origin, sexual orientation, age, handicap or disability is unacceptable not only in the workplace, but also in other work-related settings such as business trips or business-related social events.

Individuals Covered by the Harassment Policy

1. This policy covers all Blackstone Valley Prep School staff members whether or not they are on school premises, provided that such staff members are conducting school-related business or are participating in a school-sponsored event or function.
2. Any type of harassment, whether engaged in by fellow staff members, supervisors, or by non-staff members with whom the staff member comes into contact with in the course of employment (e.g., service providers or contractors), violates this policy and will not be tolerated.
3. Blackstone Valley Prep encourages the reporting of all incidents of harassment, regardless of who the offender may be.

Reporting and Investigating a Harassment Complaint

- ~~1. Blackstone Valley Prep encourages individuals who believe they are being harassed to firmly and promptly notify the alleged offender that his or her behavior is offensive or unwelcome. ¶~~
- ~~2. Whether or not you choose to discuss the incident with the alleged offender, we require that you report the incident to your supervisor, Head of School, or Chief Executive Officer. ¶~~
- ~~3. We encourage prompt reporting of complaints so that rapid and appropriate action may be taken. Supervisors and managers are required to report to the Chief Executive Officer all conduct they believe may violate this policy, whether they directly observe the conduct or it is reported to them. ¶~~
- ~~4. A staff member's failure to fulfill this obligation could affect his or her right to pursue legal action.~~
5. BVP shall have a grievance procedure to ensure prompt and effective investigations into allegations of discrimination, including sexual harassment.
6. Any individual who has actual knowledge or knows of allegations of discrimination, including sexual harassment can provide notice to BVP in person, by mail, by telephone, or by email, using the Title IX Coordinator's contact information and can be made at any time, including non-business hours.
7. Any employee who has actual knowledge of sexual harassment or knows of allegations of sexual harassment, must notify the Title IX Coordinator.
8. A Complainant may file a Formal Complaint at any time with the Title IX Coordinator.
9. In the event that a party other than the Complainant provides the Title IX Coordinator with allegations of sexual harassment or discrimination, the Title IX Coordinator is to sign the complaint triggering an investigation.
10. Once a Formal Complaint is filed, an Investigation shall be triggered.
11. Blackstone Valley Prep will not retaliate in any way against an individual who makes a report of perceived harassment; nor will we permit any supervisor or staff member to do so.
12. Retaliation is a serious violation of Blackstone Valley Prep's harassment policy and anyone who feels they have been subjected to any acts of retaliation should immediately report such conduct.
 - Any person who retaliates against another individual for reporting any perceived acts of harassment will be subject to disciplinary action up to and including discharge.
 - Blackstone Valley Prep shall consider materially adverse acts or omissions that would be sufficient to discourage a reasonable staff member from making or supporting a complaint of discrimination or harassment as acts of retaliation.
13. Blackstone Valley Prep also encourages individuals to report perceived acts of harassment by non-staff members, such as clients, vendors, contract personnel, other service providers and any other non-staff members. Employees should make those reports to their supervisor, Head of School, or the Chief Executive Officer

- ~~14. Blackstone Valley Prep will promptly investigate all allegations of harassment. Blackstone Valley Prep will endeavor to maintain confidentiality throughout the investigative process to the extent practical and appropriate under the circumstances.~~
15. The Title IX Coordinator is responsible for promptly contacting Complainant to discuss the availability of supportive measures, consider the Complainant's wishes, inform the Complainant of the availability of supportive measures with or without filing of a Formal Complaint, and explain the process for filing a Formal Complaint.
16. Both Complainant and Respondent shall be treated equitably by BVP through the offering of supportive measures to both parties and by following the grievance process as provided within this policy.
17. Title IX Coordinator shall provide written notice to all parties when a formal complaint has been filed. The Respondent shall be provided notice with sufficient time to prepare a response prior to an initial interview. If the investigation expands, new notice shall be given.
18. In the event that an investigation reveals that the alleged action or actions does not constitute discrimination or harassment as defined in this policy, but that the underlying conduct may meet the definition of bullying or cyberbullying as set forth in BVP's bullying policies, then the result of the investigation should be forwarded and/or reviewed in conjunction with the provisions of that policy. If necessary, the investigation may be re-opened under the parameters of that policy.
19. Blackstone Valley Prep, however, has a legal obligation to act on all information it receives if it believes an individual may be engaging in wrongful conduct or violation of law.
20. Blackstone Valley Prep's primary goal is to take prompt remedial action to stop the discriminatory, harassing, or offensive conduct if Blackstone Valley Prep finds a violation of this policy. Blackstone Valley Prep's secondary goal is to assure that the violation will not reoccur. Even where Blackstone Valley Prep does not find a violation, it may be appropriate to counsel individuals regarding their behavior.
21. The Decision Maker shall be an individual other than the Investigator or Title IX Coordinator. The Decision Maker shall apply a more likely than not standard of evidence and issue a written determination of responsibility that:
 - Identifies the allegations;
 - Describes BVP's procedural steps taken;
 - Includes findings of fact;
 - Includes conclusions regarding application of the Scholar Code of Conduct and the Educators Code of Professional Responsibility to the facts;
 - For each allegation, includes a statement of, and a rational for, a determination of responsibility, any disciplinary sanctions, and whether remedies to restore or

preserve equal access to BVP's educational program or activity will be provided to the Complainant; and

- Includes procedures and permissible basis for appeal.

Disciplinary Action for Violating the Harassment Policy

1. If Blackstone Valley Prep finds that this policy has been violated, the violator may be subject to appropriate disciplinary action.
2. Although the specific corrective and disciplinary actions against the alleged violator will be within Blackstone Valley Prep's discretion, it may include verbal or written reprimand; referral to appropriate counseling and/or training; withholding of a promotion or bonus; reassignment; temporary suspension; and/or discharge.
3. Blackstone Valley Prep recognizes that false accusations of harassment can cause serious harm to innocent persons. If an investigation results in a finding that the complainant knowingly falsely accused another person of harassment, the complainant will be subject to disciplinary action, up to and including discharge.

PERSONNEL FILES POLICIES

Access to Personnel Files Policy

1. Blackstone Valley Prep maintains a personnel file on each employee. The personnel file includes such information as the employee's job application, job description, resume, records of trainings, documentation of performance evaluation, and other employment records.
2. Personnel files are the property of Blackstone Valley Prep, and access to the information they contain is restricted. Generally, Blackstone Valley Prep allows only supervisors and management personnel who have a legitimate reason to review information in a file to do so.
3. Employees and former employees who wish to review their own file should contact the Director of Human Capital. With advanced notice in writing, employees may review their own personnel files in Blackstone Valley Prep's offices and in the presence of an individual appointed by Blackstone Valley Prep to maintain the files.
4. Blackstone Valley Prep keeps any medical information pertaining to employees confidential and files it separately from the personnel file, records, and any other employee forms.

Personal Data Changes Policy

1. It is the responsibility of each employee to promptly notify Blackstone Valley Prep of any changes in personal data.
2. Personal mailing addresses, telephone numbers, number and names of dependents, individuals to be contacted in the event of an emergency, and other such status reports should be accurate and current at all times.
3. If any personal data has changed, notify the Director of Human Capital.

Performance Evaluation Policy

1. Supervisors and employees are strongly encouraged to discuss job performance on an ongoing basis.
2. Blackstone Valley Prep will conduct annual performance evaluations for all employees. Teachers, Support Professionals, and Building Administrators will be evaluated with the Rhode Island Model Evaluation and Support System.

Employment Reference Checks Policy

1. No employment data will be released without a written authorization and release signed by the individual who is the subject of the inquiry.
2. The Director of Human Capital will respond to those reference check inquiries that are submitted in writing. Responses to such inquiries will confirm only dates of employment, wage rate, and position(s) held.

EMPLOYMENT CATEGORIES

1. It is the intent of Blackstone Valley Prep to clarify the definitions of employment classification so that employees understand their employment status and benefit eligibility.
2. Each employee is either non-exempt or exempt from federal and state wage and hour laws.
3. Exempt staff members are, generally, instructional staff, professional, and administrative staff. Exempt staff are not eligible for overtime pay.
4. Non-exempt employees are, generally, non-instructional staff who Blackstone Valley Prep compensates on an hourly basis or who earn an annual salary less than \$47,476. Non-exempt employees are entitled overtime pay under specific provisions of federal and state laws.
5. The Fair Labor Standards Act (FLSA) of 1938 sets forth criteria for employees that are exempt (defined as executive, administrative, or professional employees).
6. The FLSA excludes exempt employees from specific provisions of federal and state wage and hour laws.
7. In addition to the above categories, each employee will belong to one other employment category:
 - a. Regular Full-Time employees are those who are not in a temporary or introductory status and who are regularly scheduled to work Blackstone Valley Prep's standard eight-hour day. Generally, they are eligible for Blackstone Valley Prep's benefit package, subject to the terms, conditions, and limitations of each benefit program. These employees may include teachers, administrators, and support staff of the school.
 - b. Temporary/Part-Time employees are those who Blackstone Valley Prep hires as interim replacements to temporarily supplement the work force or to assist in the completion of a specific project. Employment assignments in this category are of a limited duration. Employment beyond any initially stated period does not in any way imply a change in employment status. Temporary and part-time employees retain that status unless and until notified of a change. While temporary or part time employees receive all legally mandated benefits (such as workers' compensation insurance and social security), they are ineligible for all other Blackstone Valley Prep benefit programs. Those part-time employees who meet/exceed 80% of full time status may be eligible for some or all Blackstone Valley Prep benefits.
 - c. Consultants are independent contractors hired by Blackstone Valley Prep, who provide temporary services on a per diem or contract basis. All consultants hired by Blackstone Valley Prep must meet the IRS's definition of independent contractor. No benefits are paid to consultants, except reimbursement for project-related expenses agreed upon in the Memorandum of Agreement for consultants.

EMPLOYMENT AT-WILL POLICY

1. Blackstone Valley Prep employs all employees on an “at-will” basis.
2. “At-will” means the employment relationship may be terminated by either party, with or without cause, at any time.
3. Blackstone Valley Prep may terminate your employment for any reason, with or without cause, which need not be disclosed to you. In cases where Blackstone Valley Prep terminates you without cause, it will do so by giving you 30 days’ notice in writing. During the thirty-day period, Blackstone Valley Prep can choose to continue to have you work for the thirty-day period, or direct you to take a leave with pay for the thirty-day period. Notwithstanding the above, Blackstone Valley Prep is not obliged to give you any more than 30 days written notice prior to terminating your employment without cause and shall have no obligation to pay you any compensation, severance, or other benefits other than 30 days of base compensation if it terminates your employment without cause. If Blackstone Valley Prep terminates your employment for cause, your termination is effective immediately.
4. The policies and procedures contained in this Employee Handbook, and in other Blackstone Valley Prep materials, are not intended to, and shall not be construed to, modify the “at-will” status of Blackstone Valley Prep employees.

CONFIDENTIALITY POLICIES

Confidentiality Policy

1. Employees of Blackstone Valley Prep shall not, in any way, release any information about Blackstone Valley Prep, its activities, or the activities of its personnel, except as normally required by their duties, expressly permitted by the Chief Executive Officer, and in conformity with the requirements of applicable Freedom of Information Laws, the Family Educational Rights and Privacy Act, the Health Insurance Portability and Accountability Act, and any other applicable federal, state, or local law or regulation on school policy or regulation.
2. No employee shall publish, disclose, use, or authorize anyone else to publish, disclose, use, or in any way cause to be published, disclosed, or used, any private information which such employee may in any way acquire, learn, develop, or create by reason of employment with this school, unless otherwise expressly stated or provided by the Chief Executive Officer.
3. Any employee approached by a member of the public for records of the school should refer the person to a designated public records officer of Blackstone Valley Prep.

Personnel Inquiries Policy

1. No one in this school other than the Board of Directors, Chief Executive Officer, or an authorized designee is authorized to respond either verbally or in writing to personnel inquiries of any type about any employee of Blackstone Valley Prep. Only designated public records officers of Blackstone Valley Prep may respond to requests from the public for records.
2. Your obligations under this policy continue after your termination of employment.

Scholar Inquiries Policy

1. The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of scholar education records.
2. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education, which includes Blackstone Valley Prep.
3. FERPA gives parents/guardians certain rights with respect to their children's education records. These rights transfer to the scholar when he or she reaches the age of 18 or attends a school beyond the high school level.
4. Scholars to whom the rights have transferred are "eligible scholars."
5. Parents/guardians or eligible scholars have the right to inspect and review the scholar's education records maintained by the school. Schools are not required to provide copies of records unless, for reasons such as great distance, it is impossible for parents/guardians or eligible scholars to review the records. Schools may charge a fee for copies.
6. Parents/guardians or eligible scholars have the right to request that a school correct records which they believe to be inaccurate or misleading. If the school decides not to amend the record, the parent/guardian or eligible scholar then has the right to a formal hearing. After the hearing, if the school still decides not to amend the record, the parent/guardian or eligible scholar has the right to place a statement with the record setting forth his or her view about the contested information.

7. Generally, schools must have written permission from the parent/guardian or eligible scholar in order to release any information from a scholar's education record. However, FERPA allows schools to disclose those records, without consent, to the following parties, or under the following conditions (34 CFR § 99.31):
 - a. School officials with legitimate educational interest;
 - b. Other schools to which a scholar is transferring;
 - c. Specified officials for audit or evaluation purposes;
 - d. Appropriate parties in connection with financial aid to a scholar;
 - e. Organizations conducting certain studies for or on behalf of the school;
 - f. Accrediting organizations;
 - g. To comply with a judicial order or lawfully issued subpoena;
 - h. Appropriate officials in cases of health and safety emergencies; and
 - i. State and local authorities, within a juvenile justice system, pursuant to specific state law.
8. Schools may disclose, without consent, "directory" information such as a scholar's name, address, telephone number, date and place of birth, honors and awards, and dates of attendance. However, schools must tell parents/guardians and eligible scholars about directory information and allow parents/guardians and eligible scholars a reasonable amount of time to request that the school not disclose directory information about them.
9. Schools must notify parents/guardians and eligible scholars annually of their rights under FERPA.
10. The actual means of notification (special letter, inclusion in a PTA bulletin, scholar handbook, or newspaper article) is left to the discretion of each school.

Privileged Information Policy

1. This policy reiterates Blackstone Valley Prep's need for confidentiality in all aspects of an individual's employment. During an individual's employment at Blackstone Valley Prep, he/she may learn, work with, and/or be entrusted with confidential and/or privileged information about fellow employees, administrators, school parents/guardians, scholars, or applicants. He/she must exercise the highest degree of care not to disclose any such information, even inadvertently, to any unauthorized person in or outside of Blackstone Valley Prep.
2. An employee may not disclose any confidential or privileged information except to persons specifically designated in advance and in writing by the Chief Executive Officer.
3. Confidential information includes but is not limited to:
 - a. Scholar records
 - b. Financial information
 - c. Personnel records
 - d. Payroll records
 - e. Computer programs, codes, processes, and passwords
 - f. Personal information regarding school parents/guardians and scholars
 - g. Sexual orientation, gender identity, or gender expression of scholars and staff
4. If you believe, confidential information must be disclosed to a third party, you should consult with the Chief Executive Officer prior to the disclosure.
5. There is no excuse for the disclosure of confidential information. Failure to follow this policy will result in disciplinary action.

6. Your obligations under this policy continue after your termination of employment.

COPYRIGHTS POLICY

1. You acknowledge that the entire right, title, and interest of any and all writings and other creations that you may prepare, create, write, initiate, or otherwise develop, as part of your efforts while employed by Blackstone Valley Prep, shall be considered the property of Blackstone Valley Prep. This includes, but is not limited to, any development of curriculum.
2. These works will be “works for hire” and shall be the school’s sole and exclusive property, copyright, patent, and trademark. For items covered by this paragraph, you hereby assign and transfer all rights, title, and interests in all such items, including without limitation, all patent, trademark, and copyright rights that now exist or may exist in the future.
3. You further agree to, at any reasonable time upon request, and without further compensation or limitation, execute and deliver any and all papers or instruments including assignments, declarations, applications, powers of attorney, and other documents, that in Blackstone Valley Prep’s opinion may be necessary or desirable to secure Blackstone Valley Prep’s full enjoyment of all right, title, interest, and properties herein assigned.
4. You agree to not charge the school for use of your copyrighted, trademarked, and patented materials.
5. Blackstone Valley Prep hereby grants all employees a perpetual license to use all writings and other creations that you may have prepared, created, written, initiated, or otherwise developed as part of your efforts while employed by Blackstone Valley Prep.

CURRICULUM AND INTELLECTUAL PROPERTY POLICY

1. During the course of each teacher or staff member's employment with Blackstone Valley Prep, the teacher or staff member shall have access to and the right to use, reproduce, modify, distribute, and disclose materials owned by Blackstone Valley Prep and made generally available to its staff members (the "Collection of Materials").
2. Following any termination of employment with Blackstone Valley Prep, each former teacher or staff member shall have the right to reproduce a reasonable number of copies of materials included in the Collection of Materials.
3. As a staff member of the Blackstone Valley Prep family, all staff members are expected to develop curriculum, assessment, educational, and other similar materials for the direct and indirect benefit of Blackstone Valley Prep, including use by teachers and other staff members of Blackstone Valley Prep in their classrooms and offices.
4. All materials and products created, developed and/or prepared by teachers or other staff during the course of his/her employment with Blackstone Valley Prep, including, but not limited to, any forms, software, presentations, rubrics, and curriculum and assessment materials (collectively, the "Materials") are the property of Blackstone Valley Prep and all rights, title, and interest therein shall vest in Blackstone Valley Prep and shall be deemed to be a "work made for hire" under the United States copyright law and made in the course of your employment with Blackstone Valley Prep.
5. To the extent that title to any Materials may not, by operation of law, vest in Blackstone Valley Prep, or that any Materials may not be considered to be work made for hire, all rights, title, and interest therein are hereby irrevocably assigned by teachers and staff to Blackstone Valley Prep.
6. In accordance with the foregoing, the Materials shall belong exclusively to Blackstone Valley Prep with Blackstone Valley Prep having the right to obtain and to hold in its own name, copyrights, trademarks, patents, registrations, or such other protection relating to the Materials as may be appropriate to the subject matter, and any extensions and renewals thereof, and the right to transfer the Materials or grant licenses of the Collection of Materials (and to make modifications thereto) for use, distribution, and disclosure solely in the grantee's classroom at any educational institution at which he/she is subsequently employed. All reproductions and copies of the Collection of Materials permitted to be made by the former teacher or staff member shall contain the copyright notice and any other similar markings contained in the original; provided, however, that any reproductions or copies of the Collection of Materials that contain substantial or substantive modifications made by the former teacher or staff member shall contain the following additional marking within close proximity of the original copyright notice: "Revisions made with the permission of, but not approved by, Blackstone Valley Prep".
7. All teachers and staff members will be given copies of this policy before they are asked to create materials in conjunction with their employment at Blackstone Valley Prep.
8. Blackstone Valley Prep hereby grants Blackstone Valley Prep employees an irrevocable license to use all developed curriculum, assessment, educational, and other similar materials developed by Blackstone Valley Prep.

USE OF SCHOOL PROPERTY, FACILITIES, AND EQUIPMENT

Laptops Policy

1. Each staff member is responsible for safeguarding their computer and printer in his/her office/classroom.
 - a. Offices/classrooms should be locked after normal business hours, when a staff member is working at another location, or when the area will be unattended.
 - b. Blackstone Valley Prep has purchased computers for instructional staff and some administrative staff. These computers/laptops should be signed out through the office of the Director of Operations.
 - c. Laptops and portable printers are highly susceptible to theft so extra caution should be taken to protect them. Do not let scholars use your laptop.
 Alternatives for securing laptops include:
 - i. Locking them in an office, a desk, or a file cabinet;
 - ii. Powering them down, locking them, and leaving them with a trustworthy employee
 - iii. Carrying the machines with you
2. If these guidelines are not followed and a laptop is lost, stolen, or damaged, then the employee will be responsible for repairing or replacing the laptop.

Computer, Electronic, and Voice Mail Systems Policy

1. This policy establishes rules governing employee use of Blackstone Valley Prep's computer network, electronic mail ("e-mail"), telephone message handling ("voicemail") services, and Internet access.
2. Blackstone Valley Prep has developed these rules to ensure that everyone understands how these options function and the limits which properly apply.
3. All Blackstone Valley Prep equipment, including desks, computers and computer systems, computer software, diskettes, e-mail, voicemail, and other physical and electronic items are for business use only, provided that you may receive necessary and appropriate personal messages on your office voicemail and/or through office e-mail.
4. All communications and information transmitted by, received from, or stored in these systems are school records and property of Blackstone Valley Prep. You have no right of personal privacy in any matter stored in, created, received, or sent over Blackstone Valley Prep computer, email, internet, or voicemail systems.
5. Blackstone Valley Prep, at all times, retains the right, without notice, to search all indices, diskettes, files, databases, e-mail messages, voicemail messages, Internet access logs, and any other electronic transmissions contained in or used in conjunction with Blackstone Valley Prep's computer, e-mail, voicemail, and Internet access systems and equipment.
6. Computer, e-mail, and voicemail messages you delete or erase may remain stored in the Blackstone Valley Prep computer server or telephone system. By placing information on the Blackstone Valley Prep computer system, you give Blackstone Valley Prep the right to edit, delete, copy, republish, and distribute such information.
7. Blackstone Valley Prep's Harassment Prevention Policy and Blackstone Valley Prep's Policy with respect to Confidential Information apply to all forms of communication including written, e-mail, and voicemail.

8. All Blackstone Valley Prep systems require users to identify themselves with a user ID and password to obtain network access. Unauthorized use of systems without making this identification or by bypassing this process is a violation of Blackstone Valley Prep policy. You should make every effort to safeguard your password and you must immediately notify your supervisor if you believe a breach in security has occurred.
9. Sharing your network access with other users is strictly prohibited.
10. If Blackstone Valley Prep provides you access to an Internet service such as web-browsing, such access is only for business use. This restriction includes any Internet service which is accessed on or from Blackstone Valley Prep premises using Blackstone Valley Prep computer equipment or via Blackstone Valley Prep -paid access methods and/or used in a manner that identifies you with Blackstone Valley Prep, including usage of Blackstone Valley Prep equipment utilized from a private or public (non-school) residence. Very limited or incidental use of Internet services for personal, non-business purposes is acceptable. However, personal use must be infrequent, during lunch, breaks, or when school is not in session and must not:
 - a. Involve any prohibited activity (gambling, pornography);
 - b. Interfere with your productivity or the productivity of your co-workers;
 - c. Consume system resources or storage capacity on an ongoing basis; or
 - d. Involve large file transfers or otherwise deplete system resources available for business purposes.
11. Note: Employees must take the necessary anti-virus precautions before downloading or copying any file. If you become aware of any potential virus, notify your supervisor immediately.
12. The following guidelines have been established to help ensure responsible and productive Internet usage. You are strictly prohibited from using Blackstone Valley Prep-provided computer, e-mail, voice-mail, and Internet access services in a manner contrary to the following:
 - a. All Internet data composed, transmitted, or received is subject to disclosure to law enforcement or third parties. Therefore, all information must be accurate, appropriate, ethical, and lawful.
 - b. Data composed, transmitted, accessed, or received must not contain content that could be considered discriminatory, offensive, pornographic, obscene, threatening, harassing, intimidating, or disruptive to any employee or other person. Examples of unacceptable content may include, but are not limited to, sexual comments or images, racial slurs, gender-specific comments, or any other comments or images that could reasonably offend someone on the basis of race, age, sex, religion or political beliefs, national origin, disability, sexual orientation, or any other characteristic protected by law. Sending uninvited e-mail of a personal nature is also prohibited.
 - c. The unauthorized use, installation, copying, receipt, or distribution of copyrighted, trademarked, or patented material is prohibited.
 - d. The deliberate alteration of system files or accessing any restricted files of Blackstone Valley Prep is prohibited, as is the use of Blackstone Valley Prep's computer resources to create or propagate computer viruses, cause damage to the Blackstone Valley Prep computer files, or to disrupt computer services.
13. Making changes to computer configurations without permission from the Technology Office is strictly prohibited and is a violation of Blackstone Valley Prep policy. Prohibited changes to computer configurations include, but are not limited to, installing

software, modifying the operating system or installed applications, adding additional hardware, or moving computer systems from their assigned locations.

14. Blackstone Valley Prep purchases and licenses the use of various computer software programs for business purposes only and does not own the copyright to this software or its related documentation. Therefore, Blackstone Valley Prep does not have the right to reproduce such software for use except as expressly provided in the license or purchase agreement. Blackstone Valley Prep expressly prohibits the illegal duplication of software and its related documentation.
15. As an employee, you should not expect privacy with respect to any of your activities using Blackstone Valley Prep-provided e-mail, voice-mail or Internet access or services. Blackstone Valley Prep reserves the right to review or otherwise monitor any files, messages, or communications sent, received or stored in the Blackstone Valley Prep computer or telephone systems.
16. If you violate this policy, you are subject to discipline, up to and including termination of employment. If you use the Blackstone Valley Prep computer system for defamatory, illegal, or fraudulent purposes, you may also be subject to civil liability and/or criminal prosecution.

Use of Phones, Copiers, and Mail Systems Policy

1. Blackstone Valley Prep's phones are provided for business use. Personal calls to and from Blackstone Valley Prep are to be held to a minimum. You must charge any personal toll calls/long distance to your home phone or to a phone card.
2. Charges above and beyond Blackstone Valley Prep's cellular voice and data plan, such as international calls, fee-based apps, texting and messaging images will be the responsibility of the employee.
3. You may not use photocopiers for personal purposes without permission, and you may not photocopy copyrighted materials without prior authorization.
4. You may not use the Blackstone Valley Prep postage meters and fax machines for personal use unless otherwise authorized by a supervisor or the Office of the Chief Executive Officer.

OTHER WORK EXPECTATIONS & CLASSROOM MANAGEMENT ISSUES

Entering and Departing Blackstone Valley Prep Facility Policy

1. Any employee leaving the building during school hours should notify the main office with the details of the departure and return time.

Use of Private Motor Vehicle to Transport Scholars

1. BVP provides bus transportation for scholars to and from school and BVP sponsored activities. BVP staff must not transport scholars in private motor vehicles without express permission from the Chief Executive Officer.
2. In emergency circumstances the Chief Executive Officer may permit the use of a private vehicle to transport BVP scholars. In these cases, there must be at least two BVP staff members present in the vehicle with the scholar(s). The BVP staff member driving the vehicle assumes personal responsibility according to their own private insurance policies. Emergency circumstances for these purposes includes but is not limited to:
 - a. A scholar is not picked up from school or a BVP activity and prolonged, repeated attempts to contact all contacts on a scholar's pickup list have not been successful
 - b. An immediate threat to a scholar's safety exists at school or at a BVP sponsored activity and repeated attempts to contact all contacts on a scholar's pickup list have not been successful

Partners & Volunteers Policy

1. Bringing in outside people to enhance the curriculum with their area of expertise or to provide real life examples to a lesson or concept being taught is ideal.
2. Every volunteer must be cleared by the Office of the Chief Executive Officer and the necessary paperwork will be filed to allow the volunteer to participate in the school activity. Volunteers are not to be left alone with scholars. The teacher of record must be there in a co-teaching/facilitating role.
3. Volunteers have a lot of knowledge that the scholars can benefit from but they are not trained as teachers in the area of classroom management. It is essential that Blackstone Valley Prep employees apply their experience to help them be successful volunteers with the scholars. Whenever a volunteer is leaving after visiting, the volunteer must sign out at the main office.

Lesson Plans Policy

1. Lesson plans are regularly submitted and reviewed prior to implementation. Details for the timing and expectations of plan submissions are at the discretion of the Head of School.

Staff Meetings Policy

1. Blackstone Valley Prep will hold staff meetings on a regular basis, which will be set by the Office of the Chief Executive Officer.
2. All required staff meetings will be considered part the required duties of the job and considered normal working hours.

Family Conference Policy

1. Teachers are encouraged to meet with families as deemed necessary for positive academic support. Appointments should be scheduled at times that do not conflict with teaching or supervisory duties. Please invite parents/guardians to participate in scholar report presentations, exhibitions, or simply as a “guest.”
2. Blackstone Valley Prep requires regular family conferences after normal school hours. All family conferences or meetings will be considered part the required duties of the job and considered normal working hours.

Staff Parent/Guardian Policy

3. Staff parents/guardians are encouraged to participate in family engagement activities. However, staff parents/guardians are not allowed to hold leadership offices with in the Family Leadership Council (FLC).

Scholar Discipline Policy

1. A spirit of respect for others and mutual cooperation are essential elements of the learning environment. Scholars are expected to act with courtesy and respect toward one another and toward all members of the staff.
2. A scholar who chooses to disrupt the good order of the school or to violate a policy or regulation will have to accept the consequences of those irresponsible choices.
3. Appropriate discipline within the classroom may not include public humiliation or corporal punishment. Each Blackstone Valley Prep campus will provide a Family Policy Manual which will include details regarding the behavior systems for that campus.
4. For severe infractions that require administrative intervention, the teacher, the Head of School, or the Office of the Chief Executive Officer will discuss the issue at hand; however, the consequences are at the discretion of the Office of the Chief Executive Officer.

Fire Drill/Evacuation Policy

1. Blackstone Valley Prep conducts fire and other emergency drills in accordance with applicable state and local laws.
2. All staff members are expected to participate in such drills, as building and safety personnel require.
3. Knowing the best way out during an emergency will ensure a quick and safe exit for the entire Blackstone Valley Prep community.

Emergency Closing Policy

1. At times, emergencies such as severe weather, fires, power failures, or any natural disaster can disrupt the Blackstone Valley Prep’s operation.
2. In extreme cases, these circumstances may require the closing of Blackstone Valley Prep offices/school.
3. If it becomes necessary for Blackstone Valley Prep to close, staff will be notified either by telephone, electronic message, or posting on local news cancellation sites of the

closing. The Office of the Chief Executive Officer will make the decision of any school closing or delay.

4. Scholars and families are notified of school closings through local television and radio announcements, ideally no later than 5:30 a.m. of the school day.
5. When school operations are officially closed due to emergency conditions, the time off from scheduled work will be paid.
6. From time to time, staff members in essential operations roles may be asked to work on a day when operations are officially closed.
7. Further, during weather emergencies staff may be required to come to a school site to work, plan, or train should the weather allow it.

Return of Property Policy

1. Employees are responsible for all property, materials, or written information issued to them or in their possession or control. For clarity, the term property includes all donated or gifted books, materials, and other gifted or donated tools as well as issued property for use at Blackstone Valley Prep.
2. Employees must return all Blackstone Valley Prep property immediately upon request or upon termination of employment.
3. Employees will be held liable for the cost of repair or replacing equipment or material that are either damaged or lost, as determined by the Office of the Chief Executive Officer, while in their possession.
4. Blackstone Valley Prep may also take any action deemed appropriate to recover or protect its property.

Employees' Personal Belongings Policy

1. Employees bring and/or use personal items at Blackstone Valley Prep, or its activities, at their own risk.
2. Employees' property is their responsibility during their working hours. If personal equipment, clothing, or other personal items are lost, stolen, or damaged during an individual's working hours, the employee is responsible for repair/replacement of those item(s).
3. Employees who bring medication to work, whether over-the-counter or prescription, are required to secure the medication at all times and ensure scholars never have access to the medication.

Certification Policy

1. To the extent required by Rhode Island state law, it is the responsibility of all Blackstone Valley Prep staff members to acquire the necessary educator certification as it may pertain to their current position.
2. Unless otherwise agreed upon in writing between the staff member and Blackstone Valley Prep, the costs of gaining certification, including the costs of all tests, courses, or application fees, are the responsibility of the individual staff member.
3. Blackstone Valley Prep can be a helpful resource in guiding staff members through the certification process. It is, however, the individual staff member's responsibility to work toward achieving and maintaining his or her certification status.

HIRING PROCESS POLICIES

Employment Applications Policy

1. Blackstone Valley Prep relies on the accuracy of information contained in the employment application, as well as the accuracy of other data presented throughout the hiring process and employment.
2. Any misrepresentation, falsifications, or material omissions in any of this information or data may result in Blackstone Valley Prep's exclusion of the individual from further consideration for employment.
3. If the person has already been hired, this may result in the termination of employment.

Background Checks Policy

1. As a school providing educational programming and services to scholars and families, Blackstone Valley Prep undertakes a responsibility to ensure the protection of the scholars and families.
2. In light of this obligation, Blackstone Valley Prep will require a recent Bureau of Criminal Investigation (BCI) from every potential employee and consultant prior to their being hired.
3. This process will be repeated periodically as long as the employee or consultant is engaged by Blackstone Valley Prep.
4. If a check reveals a criminal record that runs counter to the ideals and philosophies of Blackstone Valley Prep, the person will be considered permanently ineligible for employment of any kind.

Nepotism Policy

1. It is the policy of Blackstone Valley Prep to seek the best-qualified applicants for positions and to further the careers of those employed regardless of whether they have relatives already employed at or attending Blackstone Valley Prep.
2. The basic criteria for appointment and retention are appropriate qualifications and professional development.
3. Family relationships referred to in this policy are defined as parents-in-law, spouses, children and their spouses, siblings and their spouses and their children.
4. Notwithstanding, the forgoing, no (2) two persons of the same family may hold positions in which one of them is directly responsible for recommendations or decisions involving the other in such matters as initial appointment, retention, promotion, salary, leave of absence, or any other job-related function of a supervisory or evaluative nature.
5. In cases where a nepotism conflict develops, the subordinate family member will be assigned to another supervisor at the appropriate level for all recommendations, decisions, or evaluations.

CONFLICT OF INTEREST AND/OR COMMITMENT POLICY

Purpose

1. The participation of employees in external activities that enhance their professional skills and constitute public service can be beneficial to Blackstone Valley Prep as well as the individual employee. However, external activities can lead to conflicts of commitment or conflicts of interest with regard to an employee's responsibilities, along with the misuse of Blackstone Valley Prep's resources.
2. Employees have an obligation to conduct business within guidelines that prohibit actual or potential conflicts of interest.
3. The purpose of this policy is to remove or control the possibility of personal influence that might impact an individual's decision in his or her capacity as an employee of Blackstone Valley Prep.

Conflict of Interest

1. An actual or potential conflict of interest occurs when an employee is in a position to influence a decision that may result in a personal gain for that employee or for a relative as a result of Blackstone Valley Prep's business dealings.
2. For the purpose of this policy, a relative is any person who is related by blood or marriage, or whose relationship with the employee is similar to that of persons who are related by blood or marriage.
3. Personal gain may result not only in cases where an employee or relative has a significant ownership in a firm with which Blackstone Valley Prep does business, but also when an employee or relative receives any reimbursement, bribe, substantial gift, or special consideration as a result of any transaction or business dealing involving Blackstone Valley Prep.
4. Blackstone Valley Prep requires that any employee who has, or whose relative has, a financial or proprietary interest in any contract, sale, lease, purchase, the provision of services, or any other transaction by or with the school shall complete and submit a Disclosure Form to the office of the Chief Executive Officer.
5. It will be the responsibility of each employee to keep the disclosure current.
6. If such an interest exists, the employee shall refrain from participating in the decision, contract, sale, or purchase in any manner.
7. No "interference or conflict" is created by the mere existence of a relationship with outside firms. However, if employees have any influence on transactions including but not limited to purchases, contracts, or leases, it is imperative that they disclose to the Office of the Chief Executive Officer.

Conflicts of Commitment

1. Conflicts of commitment are prohibited. Conflicts of commitment occur when the time or effort that an employee devotes to external activities interferes with the employee's fulfillment of assigned Blackstone Valley Prep responsibilities, or when an employee makes unauthorized use of school resources in the course of an external activity.
2. External activities not related to Blackstone Valley Prep responsibilities shall take place outside of the employee's designated work activities or during periods of authorized leave.

GENERAL POLICIES FOR BEHAVIOR AT WORK

Professionalism Policy

1. Blackstone Valley Prep is committed to maintaining a professional work environment and expects all employees to maintain professionalism at all times such that an employee's behavior and action(s) are not harmful to the school or workplace and such that an employee's behavior and action(s) are not harmful to working relationship with teachers, staff members, supervisors, administrators, scholars, families, vendors or others.
2. BVP commends staff members who take a sincere professional interest in scholars. The teachers and administrators who inspire, guide, and help scholars can have a lasting influence on scholars throughout their lives. Scholars and staff members should interact with each other in a warm, open, and positive fashion. However, employees must maintain a certain distance between scholars and staff in order to preserve the businesslike atmosphere necessary to achieve the educational mission of the school.
3. BVP considers it obvious and universally accepted that teachers and administrators are role models. BVP has a duty to take steps to prevent activities which adversely intrude into the educational process and which could lead to undesirable consequences.
4. In order to maintain and preserve the appropriate environment necessary to achieve the educational mission of the school, any unprofessional, unethical, or immoral behavior or action(s) harmful to BVP or the workplace, or any such behavior or action(s) harmful to working relationships with coworkers, supervisors, administrators, scholars, families, vendors or others, that occur on or off BVP campuses, or through social media, may lead to disciplinary action under applicable corrective action policies, up to and including termination of employment.
5. BVP staff are expected to use social media in professional ways at all times, on or off BVP campuses. Any social media use during the school day must pertain to the employees work and not be of a personal nature. As an employee of BVP, all social media posts relating to BVP in any way, at any time, needs to be positively framed.
6. All social media accounts, even when designated as private by the individual, may not in any way lead to the disruption of the educational environment.
7. In order to maintain and preserve the appropriate environment necessary to achieve the educational mission of the school, any criminal charges that are brought before an employee must be brought to the attention of the school within one (1) business day. At such time, the Chief Executive Officer will review the charges and make a determination as to whether the situation warrants any action that may include suspension with pay, suspension without pay, or termination.
8. Criminal convictions that rise to the level of the equivalent of BCI ineligibility to teach in Rhode Island result in immediate termination

Alcohol and Other Drug Use Policy

1. It is Blackstone Valley Prep's desire to provide a drug-free, healthful, and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner.

2. While on Blackstone Valley Prep premises and while conducting business-related activities off Blackstone Valley Prep premises, no employee may use, possess, distribute, sell, or be under the influence of alcohol or illegal drugs.
3. The legal use of drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner, and that does not endanger other individuals in the workplace.
4. Violations of this policy will lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program.
5. Such violations may also have legal consequences.
6. Employees with questions on this policy or issues related to alcohol, or other drug use in the workplace, should raise their concerns with their supervisor or the Chief Executive Officer without fear of reprisal.

Tobacco Use Policy

1. Blackstone Valley Prep is a smoke-free workplace. In keeping with Blackstone Valley Prep's intent to provide a safe and healthful work environment, cigarette smoking, or other tobacco use is prohibited throughout the workplace and at any other site supervised by Blackstone Valley Prep staff.

Attendance and Punctuality Policy

1. To maintain a safe and productive work environment, Blackstone Valley Prep expects employees to be reliable and to be punctual in reporting for scheduled work.
2. Absenteeism and tardiness place a burden on other employees and on Blackstone Valley Prep. In the rare instances when employees cannot avoid being late to work or are unable to work as scheduled, they must notify their supervisor as soon as possible in advance of the anticipated tardiness or absence.
3. Poor attendance and excessive tardiness are disruptive. Either may lead to disciplinary action, up to and including termination of employment.

Work Schedule Policy

1. Blackstone Valley Prep typical school hours are from 7:30 a.m. to 3:30 p.m., Monday through Friday. Your actual work schedule may vary depending on your school site, position, staffing needs and school operational demands.
2. Due to the nature of the school, employees will need to work evenings, weekends, or other atypical hours to meet the requirements of their position.
3. Employees should contact their supervisor with any questions relative to the work schedule.
4. Non-exempt employees will receive compensation for all hours worked in accordance with state and federal laws and regulations.
5. Exempt employees' compensation is based on an annual salary, not actual hours worked, in accordance with RI and DOL requirements.

Personal Appearance and Appropriate Language Policy

1. Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the business image Blackstone Valley Prep presents to the community.
2. During business hours, employees are expected to present a clean and neat appearance and to dress professionally according to the requirements of their positions.
3. In addition, it is assumed that all employees will use language free of profanity and racial slurs or other demeaning language.

Dress Code Policy

1. Professional, modest dress is expected of all staff members at all times. Staff members should take extra care to ensure that their dress communicates professionalism and high expectations for conduct. In this sense, please keep the following norms in mind.
2. Transgender and gender non-conforming employees have the right to comply with company dress codes in a manner consistent with their gender identity or gender expression.
3. For all employees, the following policies apply:
 - a. Tattoos are to be covered
 - b. Facial rings may be no larger than a pinhead
 - c. Jeans are acceptable only on approved dress-down days
 - d. College t-shirts and sweatshirts are allowed only on dress-down and college day events
 - e. Consult your supervisor or the Office of the Chief Executive Officer if you have questions as to what constitutes appropriate attire or language
 - f. PE teachers wear PE gear on PE-only days; on all other days, PE teachers should dress to meet the above requirements
4. For women, the following policies apply:
 - a. Professional, modest dress avoids showing cleavage, midriff, lower back, and undergarments
 - b. Skirts and dresses should be at the knee or longer and staff members should be mindful of skirts and dresses with slits, regardless of length
 - c. Sleeveless shirts are acceptable for women, although straps should be at least the width of three fingers and spaghetti straps and strapless shirts or dresses are unacceptable
 - d. Dress shoes are required and shoes may be either open-toe (i.e., peep-toes) or open-heel (i.e., clogs or sling backs), but not both
 - e. Sandals are not acceptable
 - f. Shorts are not allowed without express permission by the Head of School
 - g. Leggings are not acceptable as pants but can be paired with modest skirts or dresses
5. For men, the following policies apply:
 - a. Collared shirts and ties or jackets are required
 - b. Pants and belts are required
 - c. Dress shoes must be closed toe and closed heel
 - d. Polo shirts are allowed on days over 75 degrees

Corrective Action Policy

1. The purpose of this policy is to state Blackstone Valley Prep's position on administering equitable and consistent discipline for unsatisfactory conduct and/or performance in the workplace.
2. Blackstone Valley Prep's own best interest lies in ensuring fair treatment of all employees and in making certain that corrective actions are prompt, uniform, and impartial.
3. The major purpose of any corrective action is to correct the problem, prevent recurrence, and prepare the employee for satisfactory service in the future.
4. Corrective action may call for any of four steps depending on the severity of the problem and the number of occurrences:
 - a. Verbal warning
 - b. Written warning
 - c. Suspension with or without pay
 - d. Termination of employment
5. Blackstone Valley Prep recognizes that there are certain types of employee actions that are serious enough to justify either a suspension, or, in extreme situations, termination of employment, without going through the usual corrective discipline steps.
6. By using corrective action, we hope that most employee problems can be corrected at an early stage, benefiting both the employee and Blackstone Valley Prep.
7. As a school serving children and families of the community, Blackstone Valley Prep will engage and fully cooperate with local and state law enforcement officials to assist in any matter that would require their involvement.

Problem Resolution Policy

1. Blackstone Valley Prep is committed to providing the best possible working conditions for its employees.
2. Blackstone Valley Prep strives to ensure fair and honest treatment of all employees. Supervisors and employees are expected to treat each other with mutual respect.
3. Employees are encouraged to offer positive and constructive feedback. In turn, supervisors/management will respond in a timely manner.
4. If employees disagree with established rules of conduct, policies, or practices, they can express their concern through the problem resolution procedure. No employee will be penalized, formally or informally, for voicing a complaint with Blackstone Valley Prep in a reasonable, business-like manner, or for using the problem resolution procedure.
5. If a situation occurs when employees believe that a condition of employment or a decision affecting them is unjust or inequitable, they are encouraged to make use of the following steps. The employee may discontinue the procedure at any step.
 - a. Employee presents problem to immediate supervisor or acting supervisor after incident occurs.
 - b. Supervisor responds to problem during discussion or after consulting with appropriate management, when necessary. Supervisor documents discussion and resolution with employee.
 - c. If problem is unresolved, then the employee presents problem to Director of Human Capital. The Director of Human Capital counsels and advises the employee, assists in putting problem in writing, visits with employee's supervisor(s), and documents discussions and resolution with employee.

- d. If the problem continues to be unresolved, the employee may contact the Board of Directors for an appointment to review the situation. The Board of Directors conducts a thorough investigation which may include communication with all individuals involved. The Board of Directors has full authority to make any adjustment deemed appropriate to resolve the problem. This may include seeking legal counsel representation.
6. Please note that not every problem can be resolved to everyone's total satisfaction, but only through understanding and discussion of mutual problems can employees and management develop confidence in each other. This confidence is important to the operation of an efficient and harmonious work environment, and helps to ensure everyone's job security.

TIME AND ATTENDANCE POLICIES

Definitions

1. Teachers, support professionals, instructional aides, personal care attendants, and other school year staff members whose work year primarily involves direct contact with scholars and scholar support are all considered school-year employees unless otherwise designated in writing. The school year begins August 1 and ends June 30 of the following calendar year, but under the At-Will Policy, performing services during part of a school year does not guarantee employment for the remainder of the school year.
2. All network support team members, heads of school, deans, operations associates, and office managers are considered twelve-month employees unless otherwise designated in writing. The work year is considered from August 1 to July 31 of the following calendar year, but, under the At-Will Policy, performing services during part of a work year does not guarantee employment for the entire work year.

Religious Holiday Policy

1. If you observe religious holidays widely celebrated in the United States on which Blackstone Valley Prep is not closed, as detailed in the school calendar, you should alert your manager by August 20 or within two weeks of beginning employment.
2. Absence on these days will be allowed without having them counted as personal or vacation days, not to exceed 2 days.

Bereavement Policy

1. Bereavement leave is available as follows, if you have been employed by Blackstone Valley Prep continuously for thirty (30) days or more.
2. If you suffer the loss of an immediate family member, you will be entitled to bereavement pay for up to five (5) consecutive days.
3. You may be granted additional time without pay or you may use earned, unused personal or sick days for additional bereavement leave.
4. You should notify your supervisor as soon as possible for the reason for and expected length of your absence.
5. As used in this paragraph "immediate family member" means a spouse, domestic partner, parent, parent-in-law, child, stepchild, son/daughter-in-law, brother, sister, grandparent, or grandchild of the employee. We realize this list is illustrative, not exhaustive and that there are many non-traditional relationships that can be no less important to an employee. If you believe that bereavement leave is appropriate in your circumstance, please let your manager know and we will work with you.

Military Duty Policy

1. If you are a member of the United States Army, Navy, Air Force, Marines, Coast Guard, National Guard, Reserves, or Public Health Service, you will be granted up to three weeks of paid leave and unpaid thereafter for military absence requiring service, training, or related obligations in accordance with the Unified Services Employment and Re-employment Act of 1995 (USERRA).

Jury Duty and Witness Subpoenas Policy

1. You will be granted jury duty leave when summoned for jury duty.
2. Blackstone Valley Prep will pay full-time employees (and reduced-time or part-time employees if their hours cannot be rearranged to avoid loss of work time) normal straight-time pay, up to a maximum of two weeks (10 workdays) for actual time served on jury duty.
3. If you are paid under paragraph 2 by Blackstone Valley Prep for a day of jury service, you must remit to Blackstone Valley Prep the daily fee paid by the court for such service. You are not required to remit amounts paid to you by the court for transportation, parking, meals, or lodging.
4. You are required to report to work whenever the court schedule permits.
5. You must report your anticipated jury duty to your supervisor immediately upon receipt of the summons.
6. Upon completion of jury duty service, you must provide a copy of your "Completion of Jury Duty" notice to your supervisor who will forward a copy to the Office of the Chief Executive Officer for inclusion in your personnel file.
7. Blackstone Valley Prep encourages you to fulfill your civic responsibility to serve jury duty, however, Blackstone Valley Prep may ask you to request an excuse from jury duty if, in Blackstone Valley Prep's judgment, your absence would create serious operational difficulties.
8. Please consult with your supervisor or the Office of the Chief Executive Officer if you foresee any difficulties arising from your jury duty summons.
9. You will continue to earn all benefits and, if applicable, vacation and annual leave during jury duty leave for up to three weeks.
10. If you receive a duly issued subpoena to appear as a witness during work time, immediately notify your supervisor. All subpoenas involving possible testimony about Blackstone Valley Prep, and your employment at Blackstone Valley Prep, must also be immediately reported to the Chief Executive Officer.
11. The party issuing the subpoena is responsible to compensate you for appropriate witness fees and for your absence from work. Blackstone Valley Prep will not pay you for hours/days not worked.

Leaves with or without Pay Policy

1. The Chief Executive Officer has the authority to approve a leave with or without pay providing that it is in the best interest of Blackstone Valley Prep and the staff member.
2. Before taking any leave, we recommend you make an appointment with the Office of the Chief Executive Officer.

Work Days and Work Week Policy

1. The standard work week is 40 hours, eight hours per day Monday through Friday. All employees are expected to work the established work week hours as determined by their supervisor.
2. In addition, all returning employees will be expected to participate in one hour of professional development per month, outside of the standard 40 hour work week. New to Blackstone Valley Prep staff will be expected to participate in one additional hour of

professional development per month, for a total of two hours per month outside of the standard 40 hour work week.

3. 12-Month Staff are required to work three of the following four days for a minimum of four hours each: BVP 5K, Scholar Art Show, Back to School Celebration, Graduation.
4. Classroom instructional staff is expected to work such hours that ensure the timely start of the school day, an orderly process for ending the school day, and sufficient interaction with other instructional staff and administrators to help support the educational mission of the School.
5. Blackstone Valley Prep will issue school year employees a mobile phone that employees will monitor for school and family questions Monday through Friday. Employees will return missed calls within one (1) business day.
6. School year employees have flexibility in their daily schedule with prior approval from their immediate supervisor.
7. During the academic year and during scheduled school breaks, including summer, twelve-month employees work regular hours unless otherwise instructed by the Office of the Chief Executive Officer.
8. Employees who need to engage in personal business during the workday outside of their lunch or break period must receive prior approval from their immediate supervisor.

Pay Periods Policy

1. Pay periods are semi-monthly; the first pay period is from the 1st day of the month up to and including the 15th day of the month; the second pay period of the month is from the 16th day up to and including the last day of the month.

Paychecks Policy

1. Direct Deposits
 - a. All employees are requested to have their pay directly deposited into their checking and/or savings account.
 - b. Employees must complete the necessary paperwork, which can be obtained from the Office of the Chief Executive Officer in order to use direct deposit.
 - c. On payday, employees using direct deposit will receive a pay stub/report, instead of a paycheck.
 - d. If you want someone else to pick up your paycheck or stub, we must have a note on file from you stating who is authorized to do so.
2. Twenty-Four Payment Pay Plan: full-time exempt school year employees will receive compensation for their eleven months of work in 24 payments spread out over twelve months (August 1-July 31).
3. Any full-time exempt school year employee with a signed offer letter for the following school year who fails to maintain their employment with Blackstone Valley Prep through the first day of school for scholars the following year will owe Blackstone Valley Prep any payments received after August 1. Failure to remit payment will result the employee being referred to a collections agency.
4. Any full-time exempt school year employee who leaves during the school year forfeits any wages accrued that were originally to be paid out during the month of July.

5. In the case that an employee is hired after the commencement of the school year, the payments made in the month of July will be pro-rated based on the percentage of working days completed by the new hire.
6. Lost Paychecks: In the event of a lost paycheck, the Office of the Chief Executive Officer must be notified in writing as soon as possible before a replacement check can be issued. In the event the lost paycheck is recovered and the Office of the Chief Executive Officer identifies the endorsement as that of the employee, the employee must remit the amount of the replacement check within 24 hours.

Paid Deductions and Garnishments Policy

1. Deductions from your paycheck are those required by law or authorized in writing by you. Your check stub identifies each deduction and should be kept as a permanent record.
2. Blackstone Valley Prep may also make paid deductions in response to a garnishment notice received from a court or other legal authority, and for excessive use of sick and personal days (see Sick and Personal Day policy below).

Time Recording Policy

1. In order to receive compensation for time worked at Blackstone Valley Prep, employees are required to check in each day. Employees must sign in and out at the beginning of each day or for anytime leaving campus, in order to communicate most effectively in case of emergency. Employees are not permitted to sign in or out for another employee.
2. Hourly employees must sign in and out at the beginning and end of each day in order for hours to be calculated correctly. There is a five-minute grace period.
3. For non-exempt employees there is a 45 minute unpaid lunch period and a 15-minute break built into your daily schedule; therefore, if for whatever reason you need to shorten your lunch period or break; you must receive permission from your immediate supervisor.
4. All lateness is accounted for by the Office of the Chief Executive Officer. After 4 hours of lateness is, accumulated, four hours will be deducted from your Personal Days.
5. If excessive lateness is a problem, the Office of the Chief Executive Officer will contact your supervisor. A lateness problem can affect your yearly review and in egregious cases can affect your continued employment. It is very important that you arrive to work each day on time and are prepared to start your day.
6. Altering, falsifying, or tampering with time records, or recording time for another employee may result in disciplinary action, up to and including termination of employment. Such action may also result in charges of civil or criminal theft or fraud.

Overtime Policy

1. Exempt employees, as defined by law or other regulation, including all instructional employees, are not eligible automatically to earn compensatory time leave ("Comp Time Leave") because of working more than the required minimum work day or minimum work week. Although all hours worked should be noted on the sign in sheets, Exempt Employees will not be paid for such "overtime."
2. If you are a non-exempt staff employee, overtime consists of extra hours worked in a given work week with the prior approval of your supervisor, who must pre-approve any overtime work.

3. All overtime requests must be submitted in writing to the Office of the Chief Executive Officer.
4. As a non-exempt employee, you will be compensated at 1.5 times your regular rate of pay for work that is in excess of 40 hours per workweek (the workweek starts on Sunday and ends on Saturday). For example, if you work 8 hours a day Monday through Saturday, you will be paid 40 hours at your regular rate and 8 hours at time and a half.
5. You receive overtime pay only for time in excess of 40 hours worked. For example, if you are off for a holiday on Monday and then physically work Tuesday through Saturday, 8 hours per day, you will be paid at the regular rate for 40 hours.
6. In the event a non-exempt employee is requested and agrees to work on Sunday or certain holidays (New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, July 4, Labor Day, Columbus Day, Veterans Day, Thanksgiving, or Christmas), the non-exempt employee will be compensated at 1.5 time the non-exempt employee's regular rate of pay for the hours worked on the Sunday or holiday.

Personal Days Policy

1. Personal days are for self-treated illnesses and emergencies or personal business that must be accomplished during work hours.
2. Personal days should not be thought of as vacation and cannot be used to extend time before or after the school is closed for a holiday/vacation.
3. If a staff member is out for two or more days due to an illness, a written doctor's note allowing them to return to work including an explanation for the leave is required.
4. If a staff member is out for two or more weeks without an approved leave, there may be cause for termination.
5. Personal days are prorated if you begin work after August 1st and are not paid out if you leave Blackstone Valley Prep prior to the end of the school year.
6. Employees with unused sick and personal days at the end of the year are compensated for each unused day at a rate of \$200 per day for a maximum of \$1,000.
7. The Board may choose to award those employees with perfect attendance additional compensation.
8. Unless otherwise provided for or as approved by the Chief Executive Officer, personal days for school year full-time employees shall be accrued as follows:
9. Each employee, entering year 0-2 at Blackstone Valley Prep is granted seven (7) personal days on August 1st of the school year. Employees entering year three or more at Blackstone Valley Prep are granted nine (9) personal days on August 1st of the school year. If you are a new hire, you are ineligible for personal day usage until after 2 months of employment.
10. Employees hired after August 1st in any given year are granted a pro rata portion of the seven (7) personal days for that 11-month period immediately upon the first day of employment, rounded up to the next highest 1/2 -day increment.

Personal Days Usage Policy

1. Unless otherwise provided for, or as approved by the Office of the Chief Executive Officer, personal leave is to be used by regular, full-time employees in accordance with the following provisions:

- a. Notice of absence from work should be provided to your immediate supervisor by 6:30 am on the day of the absence, if possible, or as soon thereafter as is reasonable, allowing reasonably enough time for your supervisor or the Office of the Chief Executive Officer to find temporary help.
- b. Personal days may be used in increments of one-half day and must be used for time out of building greater than 2 hours. Coverage up to 2 hours can be extended as a courtesy with supervisor approval.
- c. When possible, such as in the event of foreseeable personal business, advance notice of the use of personal days should be given to your direct supervisor and the Office of the Chief Executive Officer. Employees should request foreseeable personal days a minimum of two (2) weeks in advance.
- d. If you are requesting more than one consecutive personal day you must discuss your reasoning with your direct supervisor. If your supervisor approves the time off, you will not receive a letter in your personnel file. If your supervisor does not approve the time off and you choose to take the time off, you will receive a letter in your personnel file. The leave request form has a section for your supervisor to indicate approval and must be submitted to the Office of the Chief Executive Officer.
- e. Personal days will be used to cover any lateness accumulating to four hours or more.
- f. Personal days taken before or after a break or a three (3) day weekend will be counted as the use of two (2) personal days.
- g. An employee that misses more than their allotted number of personal days during an academic year, and is not eligible for additional time off under one of the paid leave policies, may be deducted one day's pay for every day missed over their allotted number of personal days, either seven (7) or nine (9).
- h. If an employee exceeds the allotted personal time, this problem can affect his/her yearly review and may affect his/her continued employment.
- i. An employee who does not abide by the personal day policies may be subject to disciplinary action, including termination.

Other Leave Request Form Policy

1. The Other Leave Request Form is for Bereavement, Family Medical Leave, Jury Duty, or School Business. This form must be signed by your supervisor and then submitted to the Office of the Chief Executive Officer.
2. All School Business must be approved at least a week before the date you are requesting to be out of the school.

Unauthorized Absence Policy

1. An employee is deemed to be on unauthorized leave at such time, and on such occasions, as the employee may absent him/herself from required duties. This would cover nonperformance, unauthorized use of sick leave, unauthorized use of other leave benefits, nonattendance at required meetings, and failure to perform assigned functions at school-sponsored activities.
2. An employee who is absent for a period of at least three days without notifying his/her immediate supervisor will be considered to have resigned without giving the required

two-week (non-instructional staff) or thirty-day (instructional staff) notice, with such resignation effective on the initial date of absence.

3. The Office of the Chief Executive Officer will make the determination of unauthorized absence.

Verification of Absence Policy

1. The employees' immediate supervisor shall require a physician's note or other verification as to an employee's claimed reason for absence in any situation in which it is believed that no valid grounds exist for the staff member's claim for absence.
2. Such verification shall be made within five working days of the end of the absence.

Holidays and Vacation Policy

1. School year employees are not eligible for vacation and holidays because they follow the school calendar during the school year.
2. Each year the Office of the Chief Executive Officer will establish a School Calendar that complies with the Rhode Island State Education Law relating to compulsory attendance.
3. Blackstone Valley Prep has discretion with regard to the dates of attendance; however, in most instances it will follow the calendar established by the Rhode Island Department of Education.
4. The school will be closed on all legal holidays. The School Calendar should be consulted for other dates that the school is closed.
5. Administrators and administrative staff who are employed by Blackstone Valley Prep on a twelve-month basis are entitled to certain paid, legal holidays each year, with a minimum of ten (10) holidays per year.
 - a. Those holidays will include, Labor Day, Columbus Day, Veterans Day, Thanksgiving, Christmas, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, and Independence Day. Additionally, the school closes the Wednesday before and Friday after Thanksgiving, and the period between Christmas Day and New Year's Day, and the week of the Fourth of July

12-Month Staff Vacation Leave Policy

1. 12-Month Staff that is employed by Blackstone Valley Prep on a twelve-month basis is entitled to three (3) weeks' paid vacation.
2. 12-Month Staff that is employed by Blackstone Valley Prep on a twelve-month basis, entering year five (5) or more, is entitled to four (4) weeks' paid vacation.
3. 12-month Staff are encouraged to use their vacation days during time when scholars and professional development are not occurring, 12-Month Staff who wish to take vacation days during these times must have both supervisor and CEO approval at least thirty (30) days in advance. Vacation taken during other times (i.e. school vacation weeks or July) must have supervisor approval a minimum of two (2) weeks in advance. Time taken without supervisor approval will be considered the use of personal days.
4. Unused vacation may not be rolled over unless previously approved by the Office of the Chief Executive Officer, with a maximum accumulation of ten (10) days.
5. Assuming the proper notice was given, twelve month staff that resign or are terminated during the year are entitled to payment for prorated accrued vacation.

- a. If you have used vacation time beyond your accrued allotment, a deduction will be taken from your final paycheck.
- b. For example, assume a twelve-month employee in years 1-4 of employment resigns on January 31. This is one-half of the year, so the employee was entitled to 7.5 days of vacation. If the employee had taken 5 days of vacation, then Blackstone Valley Prep would pay the employee for 2.5 days' vacation when they leave. If the employee had taken 10 days of vacation, his or her final paycheck would be reduced by 2.5 days' pay.

PERSONAL EXPENSES POLICIES

Reimbursable Expenses Policy

1. We understand there are times when Blackstone Valley Prep staff members will have to incur expenses on the behalf of Blackstone Valley Prep. In general, reimbursable expenses should be limited to travel expenses. Any other reimbursable expenses should be approved in advance by your direct supervisor or the Office of the Chief Executive Officer.
2. Blackstone Valley Prep will reimburse staff members for approved out-of-town travel for professional purposes. Prior written approval should be received for overnight travel, for air or train travel, and for participation in seminars or other business events.
3. Employees will not be reimbursed for expenses over \$25 for which they do not have a receipt.
4. Employee travel expenses will only be reimbursed if it is submitted with a Blackstone Valley Prep expense report and limitations will be based on the per diem rates set by the Unites States General Services Administration (“GSA”) for lodging and meals and incidental expenses. As specified by the GSA, incidental expenses includes: “fees and tips given to porters, baggage carriers, bellhops, hotel maids, stewards or stewardesses and others on ships; transportation between places of lodging or business and places where meals are taken.” The per diem rates are available via the GSA website (www.gsa.gov).
5. Blackstone Valley Prep may reimburse properly authorized staff members for school-related travel. Blackstone Valley Prep does not reimburse staff members for automobile trips of less than 50 roundtrip miles. For trips greater than 50 roundtrip miles, Blackstone Valley Prep will reimburse drivers authorized to take such trips at the current IRS mileage reimbursement rate. Note that this rate includes the cost of gasoline, but does not include tolls or parking, which can be reimbursed separately.
6. Air travel should be by coach-class only at the lowest reasonable rates. Blackstone Valley Prep does not reimburse airline baggage fees for trips shorter than three nights.
7. Please note that Blackstone Valley Prep is exempt from state and federal tax, and therefore the staff member should strive to have vendors recognize Blackstone Valley Prep’s tax-exempt status whenever possible. Staff members can obtain a copy of the Tax Exempt Certificate from the Office of the Chief Executive Officer.
8. To receive reimbursement, the staff member should submit an Expense Report. Expense Reports should be completed and submitted within the month that the expenses were incurred or in the month directly following. Blackstone Valley Prep will not reimburse any expenses incurred in a prior fiscal year. Blackstone Valley Prep’s fiscal year is from July 1-June 30.
9. All expense reports are reviewed and approved by a supervisor, processed by the Office of the Chief Executive Officer, and reimbursed through a check separate from payroll. Expense reports submitted by a supervisor should be approved by the Chief Executive Officer. Expense reports must be approved by the relevant supervisor before they can be processed.
10. In the event that an employee chooses to spend more than the limits outlined above, the employee is responsible for using personal funds to cover the expense, but may submit the expense for reimbursement of the limit amount. This includes situations in which Blackstone Valley Prep will reimburse for a double-occupancy hotel room, but the

employee chooses single occupancy. Blackstone Valley Prep credit cards are never to be used for expenses in excess of the limits outlined in this section.

11. Receipts substantiating reimbursable expenses are required for reimbursement. Receipts should be annotated to indicate the nature of the expense and the names of the staff members involved and originals should be attached to the expense submission report.
12. Blackstone Valley Prep maintains a strict policy that expenses in any category that could be perceived as lavish or excessive will not be reimbursed. Expenses that are not reimbursable include, but are not limited to:
 - a. First class tickets or upgrades
 - b. When lodging accommodations have been arranged by Blackstone Valley Prep and the individual elects to stay elsewhere, reimbursement is made at the amount no higher than the rate negotiated by Blackstone Valley Prep. Reimbursement shall not be made for transportation between the alternate lodging and the meeting site.
 - c. Limousine travel
 - d. Movies, liquor, or bar costs
 - e. Membership dues at any country club, private club, athletic club, golf club, tennis club or similar recreational organization
 - f. Clothing purchases
 - g. Expenses for spouses, friends, or relatives. If a spouse, friend or relative accompanies an employee on a trip, it is the responsibility of the employee to determine any added cost for double occupancy and related expenses and to make the appropriate adjustment in the reimbursement request. Corporate credit cards are not to be used for spouse, friend or relative expenses.

Parking and Moving Violation Fines Policy

1. Blackstone Valley Prep will not pay parking or other moving violation tickets (e.g. speeding tickets, etc.) for any staff member. Staff members are expected to park legally, and staff members, are expected to abide by all driving and parking laws.

PERSONAL LEAVE POLICIES

Family and Medical Leave Act (FMLA) Policy

1. In accordance with the Family and Medical Leave Act of 1993, Blackstone Valley Prep may provide family or medical leaves of absence without pay to eligible employees for:
 - a. Your own serious health condition or serious illness
 - b. The serious health condition or serious illness of your spouse, child, or parent
 - c. The birth of your child or the placement of an eligible child for adoption or foster care
2. A serious health condition means an illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical care facility or continued treatment by a health care provider.
3. To be eligible for a family/medical leave, an employee must have been employed by Blackstone Valley Prep for at least 12 months (in the previous seven years) and performed at least 1,250 hours of service during the 12-month period before the beginning of the leave.
4. Eligible employees are required to request, in writing, for family or medical leave to their supervisors at least 30 days in advance of foreseeable events or as soon as possible after any unforeseeable events.
5. Employees requesting family or medical leave related to a serious health condition must submit documentation from a health provider. The health care provider's statement should verify the need for family or medical leave, its beginning and expected ending dates, and the estimated leave time required.
6. Eligible employees may request up to a maximum of 13 weeks of family leave within any 12-month period. Any combination of family leave and medical leave may not exceed the maximum limit.
7. Employees will be required to use any accrued paid leave time concurrently with the FML leave time.
8. Married or partnered employee couples may be restricted to a combined total of 13 weeks leave within a 12-month period for childbirth, adoption, placement of a foster child, or the care of a parent with a serious health condition.
9. Subject to the terms, conditions, and limitations of the applicable plans, Blackstone Valley Prep will provide health insurance benefits during the approved family/medical leave.
 - a. Employees must make arrangements with the Director of Finance to continue payment for their employee contribution premium payments, either through payroll deductions, or by direct payment to Blackstone Valley Prep.
 - b. If an employee's contribution is more than 30 days late, Blackstone Valley Prep may terminate the employee's insurance coverage.
10. Benefit accruals, such as sick time or holiday benefits, will be suspended during the leave and will resume upon return to active employment.
11. So that an employee's return to work can be properly scheduled, an employee on family leave is requested to provide Blackstone Valley Prep with at least two weeks advance notice of the date the employee intends to return to work. When the leaves ends, the employee will be reinstated to the same position, if it is available, or to an equivalent position for which the employee is qualified.
12. If an employee fails to report to work promptly at the end of the approved leave period, Blackstone Valley Prep will assume that the employee has resigned.

Maternity, Paternity, and Adoption Leaves Policy

1. In addition to the time away provided through FMLA, Blackstone Valley Prep provides additional leave opportunities for employees. Specifically, employees are able to use their annual personal days for the birth of their child.
2. Blackstone Valley Prep provides mothers with short-term disability insurance, which provides financial support (see Disability Insurance).
3. In addition, Blackstone Valley Prep provides all employees two weeks of paid leave upon the birth or adoption of a child.
4. In addition, Blackstone Valley Prep provides the birth mother or primary caregiver the opportunity to accrue one and one-half additional weeks of paid leave for each year of service (up to a maximum of five accrued weeks of paid leave).
 - a. Example one: an employee father who is not the primary caregiver – granted two weeks of paid leave, regardless of length of service.
 - b. Example two: an employee birth mother who has worked at Blackstone Valley Prep for two years – granted a total of five weeks of paid leave (two weeks for all employees plus three weeks for years of service) in addition to any short-term disability payments.
 - c. Example three: an employee birth mother who has worked at Blackstone Valley Prep for seven years – granted a total of seven weeks of paid leave (two weeks for all employees plus five weeks accrued) in addition to any short-term disability payments.

Personal Leave Policy

1. Blackstone Valley Prep may allow a leave of absence without pay to eligible employees who wish to take time off from work duties to fulfill personal obligations.
2. Employees in certain employment classification(s) are eligible to request personal leave from their supervisor or the Office of the Chief Executive Officer as described in this policy:
3. All employees must request from his/her supervisor personal time of any sort at least two (2) weeks in advance.
4. Blackstone Valley Prep will evaluate requests for personal leave based on a number of factors, including anticipated workload requirements and staffing considerations during the proposed period of absence.
5. Subject to the terms, conditions and limitations of the applicable plans, Blackstone Valley Prep will provide health insurance benefits until the end of the month in which the approved personal leave begins. At that time, employees will become responsible for the full costs at the group rate of these benefits if they wish coverage to continue. When the employee returns from personal leave, Blackstone Valley Prep will again provide benefits according to the applicable plans.
6. Benefit accruals, such as sick time or holiday benefits, will be suspended during the leave and will resume upon return to active employment.
7. When a personal leave ends, Blackstone Valley Prep will make every reasonable effort to return the employee to the same position; however, the employee understands that he/she may be assigned to another supervisor or role within Blackstone Valley Prep.
8. If an employee fails to report to work promptly at the expiration of the approved leave period, Blackstone Valley Prep will assume the employee has resigned.

EMPLOYEE BENEFITS POLICIES

Employee Eligibility Policy

1. Benefits are available to full-time employees of Blackstone Valley Prep. Full-time employment is employment that is regularly scheduled more than 34 hours of work per week. If you are a full-time employee and have your salary spread over 12 months, then benefit coverage will be for 12 months.
2. Part-time employees who are regularly scheduled to work over 24 hours per week and who have their pay spread over 12 months are eligible for prorated benefits. If the benefit requires an employee co-pay (Health and Dental), then part-time employees will pay the co-pay plus a prorated portion of Blackstone Valley Prep cost. For example if full-time employees pay \$40 a month for health benefits and Blackstone Valley Prep contributes \$308 a month, then a part-time employee working 25 hours a week will pay \$120.08.
 - a. $25/34 \text{ hours} = 74\%$ covered by Blackstone Valley Prep
 - b. $100\% - 74\% = 26\%$ to be covered by employee
 - c. $26\% * \$308 = \80.08 , which when added to \$40 co-pay = \$120.08
3. Part-time employees regularly scheduled to work over 24 hours per week are eligible for life insurance, short-term disability, and long-term disability.

Domestic Partnerships and Benefit Eligibility Policy

1. Domestic partners and their dependent children are eligible for medical and dental insurance. An employee must confirm a domestic partnership by presenting an Affidavit of Domestic Partnership.
2. The Internal Revenue Service, but not the State of Rhode Island, requires that the employee pay income taxes on the “fair market value” of the portion of the premium for the domestic partner’s coverage that is paid by the employer. The IRS has not defined fair market value. It could be interpreted to mean the difference between the cost of single coverage and that for domestic partner coverage, less any amount paid by the employee, and this is the amount that will be included by Blackstone Valley Prep on employees’ forms W-2 as federal wages; however, this adjustment will not be included on employees’ forms W-2 as state wages.

Medical Insurance Policy

1. Medical insurance is available on the first day of employment. This medical insurance plan may include more than one option of provider or provider networks that Blackstone Valley Prep will provide to each full-time regular employee.
2. Employee co-payment for health care coverage will be required, and will vary depending upon the level of coverage selected by the employee (individual, individual plus spouse/domestic partner, family, etc.).
3. The Employer will contribute 80% of the cost, with the employee paying 20%. Employee contributions for health care coverage will be published annually. Employees are notified of the annual contribution rates prior to selecting coverage. The employee is required to review available plan(s) in advance of the enrollment deadlines and outlined annually. These contributions will be withheld from employee paychecks.

4. Employees may elect a before-tax salary reduction to pay for premium contributions. Open enrollment is the month of August and benefit elections are generally for the full plan year. Elections can only be changed during the enrollment period or during the plan year if an IRS-defined life status change occurs. Please see the Office of the Chief Executive Officer for more information.
5. Provider paperwork must be completed for coverage to take effect.

COBRA Policy

1. The Consolidated Omnibus Budget Reconciliation Act (COBRA) was passed in 1986. The law amended the Employee Retirement Income Security Act (ERISA), the Internal Revenue Code, and the Public Health Service Act to provide continuation of group health coverage that otherwise would be terminated for individuals who fall into one of the following categories: termination of employment, death or divorce of a parent or change of status of a dependent, or reduction of work hours. The law gives them the right to temporary continuation of health coverage at group rates. Specific information on COBRA will be forwarded to you soon after a qualifying event occurs. For more information on COBRA and your group health plan, contact the Office of the Chief Executive Officer.
2. For domestic partners, we provide continuation coverage provided the employee elects Cobra. When the employee's coverage ends, the partner's coverage also ends. If a domestic partnership ends by reason of dissolution, legal separation, or nullity, the domestic partner will have the same rights to continuation coverage as a divorcing spouse would in the same circumstances.

Dental Insurance Policy

1. Dental insurance is available starting on the first day of employment. The rates for individual, plus spouse/domestic partner or family, are published to all employees.
2. Employee contributions for dental care coverage will be published annually. Employees will be notified of the annual contribution rates prior to selecting coverage. These contributions will be withheld from employee paychecks pre-tax. Open enrollment is the month of August and benefit elections are generally for the full plan year. Elections can only be changed during the enrollment period or during plan year if an IRS-defined life status change occurs. Please see the Office of the Chief Executive Officer for more information.
3. Provider paperwork must be completed for coverage to take effect

Life Insurance Policy

1. Employees are provided with life insurance and accidental death & dismemberment (AD&D) coverage on their second day of employment. The face amount of the policy is equal to an employee's annual base pay, to a maximum of \$50,000. This maximum amount is reduced by 35% at age 70 and 50% at age 75.

Workers' Compensation Policy

1. Blackstone Valley Prep, in accordance with State of Rhode Island Law, will provide Workers' Compensation to its employees.
2. Workers' Compensation provides benefits to employees involved in work-related accidents, injuries, and occupational diseases or illnesses. To protect your compensation benefits and prevent delays in payment, you are required by law to report all work-related injuries immediately to your supervisor and the Office of the Chief Executive Officer.
3. Neither Blackstone Valley Prep nor the insurance carrier will be liable for the payment of worker's compensation benefits for injuries that occur during an employee's voluntary participation in any off-duty recreational, social, or athletic activity sponsored by Blackstone Valley Prep.

Disability Insurance Policy

1. The school carries short-term disability insurance in accordance with State of Rhode Island Law. Such insurance allows payment in the event of certain injuries, illnesses, or other disabilities occurring outside of the workplace. Any employee wishing to claim disability pay must file appropriate reports and forms with the Office of the Chief Executive Officer. Such employee is also responsible for filing any other necessary forms, applications, or other information as required by applicable government policies.
2. Blackstone Valley Prep also carries private short-term and long-term disability. Short-term disability covers 60% of the employee's weekly salary. This benefit is available after 8 calendar days for illness and 0 days for an accident, up to a total of 26 weeks for an accident or an illness.
3. Short-term disability also provides a one-time payment to mothers giving birth (six weeks at 60% of the employee's weekly salary for non-C-section delivery and eight weeks at 60% of the employee's weekly salary for a C-section delivery).
4. Long-term disability is available after the 26 weeks of short-term disability. Long-term disability covers 60% of the employee's monthly salary.
5. Disability status will be determined by the insurance company's underwriters.

Declination of Insurance Benefits Policy

1. Any employee who wishes not to accept any of the insurance benefits offered by the school is required to submit such a request in writing to the Office of the Chief Executive Officer and provide evidence of separate medical coverage. Blackstone Valley Prep offers a declination incentive of 25% of the total cost of insurance for a single employee who provides evidence of separate medical coverage within the first thirty (30) days of employment. Employees who are otherwise covered by a Blackstone Valley Prep plan are ineligible to also receive a declination incentive (e.g. a married couple working at Blackstone Valley Prep may not have family coverage and receive a declination incentive).

Reservation of Rights Policy

1. Blackstone Valley Prep reserves the right to alter the benefits package made available to employees at any time, consistent with all applicable laws. Employees will be notified of any alteration in the benefits package.

Unemployment Compensation Policy

1. This School contributes to Unemployment Compensation Insurance administered by the State of Rhode Island.

401(k) Savings Plan Policy

1. Blackstone Valley Prep maintains a 401(k) plan for the benefit of its employees. Please see the Summary Plan Description for information about the 401(k) plan.

Tuition Payment/Educational Assistance Policy

1. Blackstone Valley Prep may make payments relating to the continuing education of its eligible employees. An employee shall submit a request for tuition or other payments in advance and in writing to the Office of the Chief Executive Officer. Such request shall include a declaration of how such education or training will benefit Blackstone Valley Prep and the employee. Payments shall be authorized only upon approval of this request by the Office of the Chief Executive Officer.
2. Eligible employees will be reimbursed for the amount specified below for an undergraduate or graduate level or specialization course if the following conditions are met:
 - a. He or she is the employee of Blackstone Valley Prep when the course is completed.
 - b. The courses have a clear relation to the employee's work and professional development or will benefit Blackstone Valley Prep in the future in the same or other capacity.
 - c. He or she earns a grade of B or higher, or pass in a pass/fail course.
3. The maximum amount of reimbursement per course is 100% of the tuition cost of each course for a total of up to \$1,500.00 per school year.

Children of Staff Enrollment Exemption Policy

1. Blackstone Valley Prep, consistent with the Federal Non-regulatory Guidance (April 2011) and Rhode Island Department of Education Non-regulatory Guidance (February 2012), exempts from the lottery the scholars of the "charter school's founders, teachers, and staff (so long as the total number of scholars allowed under this exemption constitutes only a small percentage of the school's total enrollment)."
2. Blackstone Valley Prep defines "small percentage" as less than 3% of the total program enrollment. A special lottery for children of staff will be held if the number of such applicants would exceed 3% of the total program enrollment.
3. The Children of Staff Enrollment Exemption only applies to those who reside within the State of Rhode Island. Should a staff member separate from Blackstone Valley Prep, their child may continue to attend Blackstone Valley Prep so long as they reside in the

defined enrollment area of Blackstone Valley Prep; otherwise, the child must withdraw at the conclusion of the trimester in which the parent/guardian ends employment. Blackstone Valley Prep will not provide special transportation outside of the enrollment area.

4. Staff members electing to enroll children at Blackstone Valley Prep are responsible for providing childcare before and after school hours, as required. Neither Blackstone Valley Prep nor its staff will provide on-site childcare.

Appendix A:
Employee Acknowledgement Form



Blackstone Valley Prep Mayoral Academy

PERSEVERANCE. RESPECT. INTEGRITY. DISCIPLINE. ENTHUSIASM.

EMPLOYEE ACKNOWLEDGEMENT FORM

I acknowledge that I have received and reviewed a copy of the Blackstone Valley Prep Employee Policies adopted by the Blackstone Valley Prep Board of Directors. I understand that it is my responsibility to read and comply with the provisions of these Policies. I also understand that Blackstone Valley Prep reserves the right to change or cancel any of the provisions of these Policies at any time, without prior notice, and that changes to the Policies will become effective as soon as authorized by authorized management and distributed to me. Distribution may be through paper or electronic means.

I acknowledge that these Policies are a statement of policies and procedures and are not a guarantee of employment. I am fully aware that the Office of the Chief Executive Officer is willing to explain any section of these Policies, which I may wish to discuss, or about which I have a question.

I understand and agree that my employment with Blackstone Valley Prep is on an “at-will” basis. This means that both Blackstone Valley Prep and I have the right to terminate the employment relationship at any time, with or without a reason.

Employee Name (Printed)

Employee Signature

Date

Witness/Blackstone Valley Prep Administration

Date

Coversheet

COVID Response and Update

Section: IV. New Business Items
Item: D. COVID Response and Update
Purpose: Vote
Submitted by:
Related Material: May_June Family Mask Survey Board Note.pdf

June 7, 2021

Dear BVP Board Members,

As we look to finish the school year, I recently surveyed all staff and in-person families regarding our outdoor mask policy. I want to share with you on the family results (staff results align very closely), as I know that this topic is incredibly important (and polarizing) to so many in our community.

COUNTA of Student Classes	If you were forced to choose between the following two policies, which should BVP adopt?		
	Adopt a policy that allows everyone to be fully mask optional outside at all times (this would include playground use).	Continue the current policy of requiring the wearing of masks outside for the final three-and-a-half weeks of school that remain.	Grand Total
Student School			
Blackstone Valley Prep - Elementary School 1	36%	64%	100%
Blackstone Valley Prep - Elementary School 2	40%	60%	100%
Blackstone Valley Prep - Elementary School 3	42%	58%	100%
Blackstone Valley Prep - High School	46%	54%	100%
Blackstone Valley Prep - Junior High	43%	57%	100%
Blackstone Valley Prep - Upper Elementary School	45%	55%	100%
Grand Total	41%	59%	100%

59% of families recommend we finish the year with our current outdoor mask policy, 41% suggest we lift it. There are definitely lots of implementation factors that come in to play (e.g. where do the masks go when the kids are on the playground? How do we ensure they don't get mixed together?)

Our current practices include:

- 1) we are eating outside (maskless and with distance),
- 2) we are taking some mask breaks outside (maintaining distance), and
- 3) we require masks when it is obvious that people cannot maintain distance (e.g. on the playground).

And I am telling my team to continue on our current path for the time being.

I anticipate that we may have some public comment on this topic, and I will confer with Mayor Mutter as potential agenda item for our upcoming board meeting. Along with many, I am ready for June 25th to get here really quickly and to put the 2020-2021 school year behind us!

My best,

Jeremy

Coversheet

Summer 2021 Planning Update

Section: IV. New Business Items
Item: E. Summer 2021 Planning Update
Purpose: Discuss
Submitted by:
Related Material: Summer 2021 board presentation.pdf



Summer 2021 Programming

Board Presentation June 14, 2021



Purpose

Learn

Reconnect

Enrich

Explore

Summer 2021 by the numbers

- 7 programs hosted on site at BVP
- 5 partner organizations
- 3 buildings
- 1+ opportunity for every scholar
- 65 staff and leaders hired
- 6 weeks of programming
- 2 free meals/day
- 0 cost to families

~500
scholars

*+ more registered with
other programs we helped
connect them to*



RIDE Rhode Island
Department
of Education



GENERATION
TEACH

CADENCE
LEARNING

Programs at BVP & the YMCA

- Extended School Year + Camp
- Multilingual Learner Language Development + Camp
- 3rd grade Targeted Academic Support + Camp
- 2nd - 5th grade Generation Teach STEAM Academy
- 5th - 8th grade National Summer School Initiative
- HS Credit Recovery
- HS Online Elective Courses