## April 17, 2023 Meeting:

### Attendance and Call To Order

Virtual via Google Meets

Chair: Kevin Hughes

Board Members:

Others: Maureen Capillo

Meeting was called to order at \_\_12:00pm\_\_.

### Agenda

* Violence Policy
* Gender/Name/Pronoun Policy
* Update on management regarding tutoring policy
* Miscellaneous

### Discussion Items:

Violence Policy

### Maureen reviewed the proposed policy and had no updates.

* The Policy Committee recommends the Board adopt the policy

### Gender/Name/Pronoun Policy

* Following up on discussion from the Board retreat, the committee discussed whether Sterling should adopt a formal policy about honoring the student’s request to use a different name/pronoun at school.
* Presently the school asks the student if the parents can be notified prior to any use of a different name/pronoun.
* NC legislature is currently discussing issue and has proposed a bill that would require parental notification prior to use of a new name/pronoun.
* Durham County Schools has adopted a policy allowing use without parental notification
* Kevin will review and the policy committee will discuss whether Sterling should adopt a similar policy. Or should Sterling formalize the current Sterling practice?
* Expect discussion in May LHU Board meeting.

Tutoring Policy Update

* Maureen noted that a staff member’s child was providing tutoring for a child of the staff member. The staff member was advised that this is an activity that poses a possible conflict of interest and does not look good for the school.
* Currently, neither Maureen nor Kevin believes the policy needs to be updated. This seems like the kind of issue that can properly be handled by school administration.

Other Issues

* Does the school need a policy about RFPs (requiring an RFP or requiring multiple bids) prior to awarding a contract? Kevin believes that a policy is not necessary. Either these are being reviewed by the finance committee or full LHU Board, which can decide whether to require multiple bids prior to award, or this can be managed as part of any formal delegation from the Board to the administration. For example, if the Board wants to delegate approval of contracts in some situations (e.g., within budget and under $5,000), the Board can require an RFP or multiple bids as part of the delegation. To be addressed with the finance committee.
* Maureen asked about summer (on ongoing) hiring and whether the Board would adopt a policy allowing Maureen to make certain hires without prior Board approval. Kevin believes this can be managed as part of a delegation from the Board to the administration rather than a policy. This should be documented formally and approved by the full board. Maureen to work with the Governance committee to propose a delegation (e.g., approval to extend a contract that is (1) within budget and (2) for an existing (open) headcount and (3) subject to ratification by LHU Board). The governance committee should also consider whether the Board needs to review within a specific time limit (e.g., approve at the next Board meeting if within 30 days of hire? Or require a special meeting to approve?). To be addressed with the Governance committee.

Closure and Next Steps:

* Policy Committee recommends LHU Board adopt the Violence Policy
* Committee to discuss possible Gender policy at the next meeting.

Meeting was adjourned at \_\_12:45p\_\_.

- Next Meeting April 6, 2023 at 12:00 p.m. to be rescheduled because of spring break.

Recommended Board Actions:

None