## June 1, 2023 Meeting:

### Attendance and Call To Order

Virtual via Google Meets

Chair: Kevin Hughes

Board Members: Kim Elliott, Elizabeth Uzzell

Others: Maureen Capillo

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

### Agenda

* Gender/Name/Pronoun Policy
* Tutoring Policy
* Workers Compensation
* Student Handbook/Tiered Discipline
* Service Animals

### Discussion Items:

### Gender/Name/Pronoun Policy

* We continue to track the progress of NC SB49. It has passed the Senate and is in the House.
* If NC does not approve adopt a law this session, we recommend Sterling adopting a formal policy prior to the start of the school year.
* Expect discussion in upcoming Policy committee and Board meetings.

### Tutoring Policy

* One staff member has a child who provides tutoring services. Maureen asked if this was against school policy.
* The Policy adopted by the Board does not prohibit tutoring provided by a child of a staff member, even when that is provided for compensation.
* However, a conflict could arise if the tutor was not clearly separate from the school. There is a difference between a tutor who is in college or post-college providing tutoring services, vs a student who is still living with his/her (staff member) parent. In the latter case, it may seem as if the tutor is working in conjunction with the staff-member parent to provide services.
* The Committee does not believe that a change in Policy is needed at this time, and that the appearance of a conflict can be addressed appropriately with staff education by the Executive Director.
* In addition, the ED should provide clarification with staff, when necessary, about how and when tutoring is discussed with a parent.

### Workers Compensation

* Maureen noted that there have been a few instances of staff members injured on school premises this year (basketball game, slipping on campus). Maureen had a question about whether the school should be compensating teachers for all lost time and the interplay with NC law.
* In some circumstances, NC workers comp laws may not require compensation for lost time if the overall time away from work is not significant. In those cases, it may be possible for an employer to require an employee to take accrued sick leave for the initial period away from work.
* Maureen should work with the school’s WC insurance provider to understand the interplay with state law and to get best practices based on their experience with the range of customers the insurer services.

### Student Handbook/Tiered Discipline

* Maureen is preparing a student handbook that we will ask all older students to agree to as part of their attendance.
* As part of that, Maureen is also developing a formal tiered discipline program, with identified infractions and the discipline that is warranted for those infractions. This should provide some standardization so that there will not be surprises for staff or students/families.
* The handbook should be ready for approval at a summer board meeting.

### Service Animal Policy

* Maureen has received some questions about the school’s policy on service animals. We confirmed that the school had adopted a policy. She will review the policy to determine if it covers the questions that she has been looking at. This may be brought back for discussion at later Committee meetings.

Closure and Next Steps:

* Review of student handbook/discipline matrices when available
* Monitor SB49

Meeting was adjourned at \_\_1:00p\_\_.

Next Meeting July 6, 2023 at 12:00 p.m.

Recommended Board Actions:

* None