



February 29, 2024 Meeting:

Attendance and Call To Order

Virtual via Google Meets

Chair: Kevin Hughes

Board Members: Keisha Pressley

Others: Maureen Capillo, Cinwain Garner

Meeting was called to order at 12:00pm.

Agenda

- Background Check Policy
- HR/Policy Audit RFP
- Walker Policy
- EHB Changes
- Items for Next Meeting

Discussion Items:

Background Check Policy

- Sterling has Policy 41 governing background checks required by state law (e.g. staff) and parent volunteers
- Does this policy apply to BOD? Because BOD is not staff, no current requirement exists under law to have all BOD members get a background check.
- Most Board members have been background checked as part of volunteer activities. Should Sterling adopt a policy having all members pass a check prior to Board service?
- Governance Committee to review.

RFP

- RFP is ready to post but we want to make clear that we will receive HR/Policy audit proposals individually if bidders can only do one part.



- Will be posted on Sterling Website and Maureen will socialize within her Montessori network.

Walker Policy

- Maureen still recommends opening walking only to 7-8 graders.
- Maureen may survey parents of 6-7-8 graders to see who might take advantage of relaxed walking policy (not requiring crossing guard).

Changes to EHB

- Maureen/Cinwain are making two edits to EHB (not school policies):
 - School will void outstanding reimbursement checks after 6 months. Employees would have to request reissue.
 - Pay scale changes based on degree or licensure will happen only after the transcript or license is uploaded to the school. Changes will take effect for the first paycheck after 30 days from the date of upload.
- Policy Committee recommends approval (if Board approval is required—I don't know that it is)

April Meeting Agenda Items

- Maureen to present proposed policy on acceptance of gifts by Sterling
- Gloria will be drafting a policy on appropriate use of physical restraint for students, in compliance with CPI training. This will likely be based on WCPSS policies.

Closure and Next Steps:

- EHB redlines to be discussed (and approved?) at LHU meeting.
- Next meeting scheduled for April 4 at 12:00

Meeting was adjourned at 1:00pm.