



## January 04, 2024 Meeting:

### Attendance and Call To Order

*Virtual via Google Meets*

Chair: Kevin Hughes

Board Members: Ryan Hill

Others: Maureen Capillo, Cinwain Garner

Meeting was called to order at 12:00pm.

### Agenda

- Policy Review RFP
- Parent Handbook Finalized
- March Meeting
- SB49 status
- Walker Policy

### Discussion Items:

#### Policy Review RFP

- Maureen has drafted an RFP to solicit bids to review Sterling employment and HR policies, as well as overall Sterling Policies.
- The goal of the HR review will be to ensure Sterling employment/HR policies are in compliance with current HR laws and best practice. Changes may be proposed to HR practices and policies.
- The goal of the policy review will be to ensure Sterling policies and handbooks are (1) in compliance with current laws (2) reflect charter school/education/Montessori best practices and (3) do not have internal inconsistencies. Changes may be proposed to one or more policies or handbooks.
- Admin/HR/BOD to look for network contacts who may respond.
- LHU Board should not need to run interview process – this will be Maureen's to manage. Policy can review submissions.



- RFP will invite bidders to respond to one or both aspects of RFP (HR policy/compliance and school policy/compliance).
- Ryan will provide some feedback to Maureen on HR contractor costs.
- Bidders will be invited to submit questions/proposals. We anticipate that some bidders may provide services slightly different than we have put in the RFP. Any feedback and requests will be reviewed by Policy.
- We anticipate a 6 week RFP deadline/then contract negotiation. Full BOD to approve contract with possible start of work in July.
- Probably will prioritize policy audit first, then HR. This will depend on school needs (calendar and what is hot) and bidder abilities.
- Policy recommends approval by the board.

#### PHB

- Cinwain prepared a redlined PHB that shows areas of change from the previous PHB.
- As clean version was approved, no action required.

#### March Meeting

- March committee meeting falls on a workday.
- The March meeting will be rescheduled if a meeting is required or may be postponed until April.

#### SB49 Compliance

- Because full BOD adopted policies for SB49 compliance, no further action was required by Policy.
- There is a July 1 deadline to have evidence that we reviewed policies for SB49 compliance. Because we have adopted policies provided by the Board's attorney and because we have decided that our approval said that any conflicts will be resolved in favor of new SB49 policies, we believe that the policy audit can address any further review.
- Maureen is obligated to report any parent requests for information pursuant to SB49 to DPI.

#### Walkers Policy

- Morrisville will not provide crossing guards for Treybrooke, Town Hall or Church Street crosswalks.



- Current Sterling policy limits older walkers to use only crossing guard-staffed crosswalks (across Town Hall at Cedar Fork Elementary) and does not allow walking for younger grades.
- Crossing guard requirement does not help students living to East or South of School.
- This policy is significantly more restrictive than WCPSS which allows students as young as second grade to walk unaccompanied (with parental permission) and K-1 with an adult or older sibling.
- Maureen will solicit parent input on whether this policy should be relaxed to come closer to WCPSS policy.

### Closure and Next Steps:

- Policy recommends approving RFP release when Maureen is ready.

Meeting was adjourned at 1:00pm.