## July 6, 2023 Meeting:

### Attendance and Call To Order

Virtual via Google Meets

Chair: Kevin Hughes

Board Members: Elizabeth Uzzell

Others: Maureen Capillo, Jason Olson

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

### Agenda

* Revised form for Devices, Accident Report, Incident Report…
* Gender/Name/Pronoun Policy
* Workers Compensation Policy
* Student Handbook
* August Policy Retreat

### Discussion Items:

### Revised Forms

* The Committee reviewed and approved minor revisions in standard forms used by the School.
* Maureen will inquire if the Device Agreement will be extended down from MS to all LE and UE students, or just UE.

### Gender/Name/Pronoun Policy

* We continue to track the progress of NC SB49. It has passed both the Senate and House, and was vetoed by Governor Cooper. Legislature like to try and override.
* If veto is overridden, then the new law takes effect. Sterling practice is in line with the new law.
* Maureen will ask Justin if he wants to adopt a more formalized policy or practice statement or continue with the process he has been following.

### Workers Compensation

* The Policy for the Staff Handbook should be updated. It refers to sick leave (while Sterling just provides leave.
* Sterling will require staff to first use up leave prior to taking unpaid leave. Worker’s Compensation leave (and possible leave reimbursement) will begin as per state law.

### Student Handbook/Tiered Discipline

* Maureen has prepared a draft Student Handbook, outlining appropriate behavior for all students, and a system of tiered response for violations.
* Maureen believes that articulating what is expected (and prohibited) for all students will lead to a shared understanding of expected behavior. Providing guidance for staff response to inappropriate action should also prevent arbitrary enforcement.
* Elizabeth is concerned that articulating a list of inappropriate actions could actually lead to more problems as some students might seek to test the disciplinary code.
* Maureen believes that this will result in fewer problems and will be important for getting parental cooperation when certain behaviors are displayed. Presently, some students and parents downplay misbehavior and insist it was not meant maliciously and therefore shouldn’t have to be addressed.
* Maureen has had positive experience using this concept at past schools.
* Some wording can be clarified. Board Members should provide feedback to Maureen.

Closure and Next Steps:

* Update the Policy for Staff Leave to address workers’ compensation concern.
* Board Members to review student handbook/discipline matrices
* Maureen to discuss gender policy with Justin
* Policy Committee should maintain August scheduled meeting given the policies being reviewed.
* Policy Committee to have a Saturday session in August (August 5 or 12) with Maureen and selected Directors and Managers to finalize new policies.

Meeting was adjourned at \_\_1:00p\_\_.  
  
Next Meeting August 3, 2023 at 12:00 p.m.

Recommended Board Actions:

* None