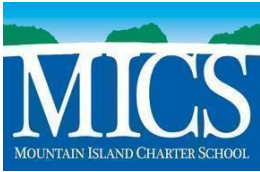


## MICS Board of Directors Special Board Meeting Minutes



July 31, 2024

Present were Kevin Wiley, Glenn Byrum, Kelly Dempsey, Erica Blackson, Garret Tryon, Eric LaForce, Alan Vanevenhoven, Dawne Dowdy, Mike Ladd.

Meeting was called to order at 5:32 pm. Quorum was present.

On behalf of governance, Kelly Dempsey presented the report of the Governance Committee and shared the updates to the Staff, Elementary, and MS/HS handbooks.

### Re: ES and MS/HS Handbook Edits

- Add a line item in the table of contents for Communication/Grievance Policy (ES and MS/HS)
- Clarify language within grievance policy to promote stakeholder understanding of the grievance process (ES and MS/HS)
- Modify graduation requirements per state requirements. (MS/HS only)
- Modify athletic eligibility requirements to reflect NCHSAA requirements. (MS/HS only)

With respect to the Elementary Handbook, Erica moved to approve; Eric seconded the motion and all voted in favor. With respect to the Middle School/High School Handbook, Erica moved to approve the changes, Mike seconded the motion, and all voted in favor to approve.

### Re: Staff Handbook Edits

- EEO/HR – modified to include Benefits/Payroll Administrator as an additional Staff HR Rep.
- Deleted outdated Covid language.
- Updated Title XII policies to reflect updates and changes per school legal counsel.
- Added Pregnant and Nursing Mothers policy per school legal counsel.
- Updated benefits to reflect move of state health plan from BCBS to Aetna and to reflect current flexible benefits, including increase to FSA max.

Glenn previewed that the new federal Title IX law takes effect 8/1/24. School legal counsel has advised that the school maintain existing policy language at this time and will provide updated policy language to the school to integrate into school handbooks in early fall 2024, which will be brought to the governance committee once made available and then to the full board.

Eric moved to approve; Erica seconded the motion; and all voted in favor of the motion.

The meeting was closed at 6:02.