



Shining Rock Classical Academy

Monthly Board Meeting

Published on September 22, 2025 at 11:24 AM EDT

Amended on September 22, 2025 at 11:36 AM EDT

Date and Time

Wednesday September 24, 2025 at 6:30 PM EDT

Location

SRCA

2150 Russ Avenue, Waynesville, NC 28786.

SRCA regular board meetings occur the 4th Wednesday of the month.

In person and remote.

Join Zoom Meeting

<https://us02web.zoom.us/j/83602558461?pwd=tjdBEUunKUXAaF1Vup0skuPrO28m0O.1>

Meeting ID: 836 0255 8461

Passcode: 799970

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:30 PM
A. Record Attendance			1 m
B. Call the Meeting to Order		Alyson Weimar	

	Purpose	Presenter	Time
C.	SRCA Mission Statement	Alyson Weimar	2 m
	Shining Rock Classical Academy cultivates critical thinking skills and fosters a lifelong love of learning through rigorous academics, experiential education, and our core values of Integrity, Respect, Compassion, Responsibility, Wisdom, and Leadership.		
D.	Announcements	Alyson Weimar	1 m

Next Board Meeting - October 22 @ 6:30 pm at Russ Ave campus

E.	Approve Minutes - Regular session	Approve Minutes	Alyson Weimar	1 m
	Approve minutes for Monthly Board Meeting on August 27, 2025			
F.	Approve minutes - Closed session 8/27/25	Approve Minutes	Alyson Weimar	1 m

Closed session Pursuant to NCGS 143-318.11 (6): (6) **To consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee**

II. Public Comment and Records 6:36 PM

A.	Public Comment	Alyson Weimar	2 m
	Public comment per board policy 2500:		

- Each person may speak for 3 minutes on either non-agenda or agenda items.
- Each speaker must sign up in advance by completing the sign-up sheet prior to the start of the meeting
- Speakers must conduct themselves professionally
- Speakers may not specifically speak about any individual student, teacher, staff member, or board member, and they may not engage in any personal attacks.
- Generally, the Board does not respond to any public comments.

B.	Public Records Monthly Update	FYI	Alyson Weimar	3 m
	List of current public record requests, requester, fulfillment status			
	https://app2.boardontrack.com/public/GACaz5/documents?categoryId=52657			

	Purpose	Presenter	Time
Refer to Fitzgibbons status update in Board Documents			
C. Board Communications with Smoky Mountain News	FYI	Alyson Weimar	3 m
• Received unprofessional communications from reporter Cory Vaillencourt • Board issued a joint statement in response to Mr. Vaillencourt request for individual comments - See documents. • Legal notice sent to SMN regarding Mr. Vaillencourt's unethical conduct and SMN's complicity in knowingly printing material that constitutes a gross violation of ethics. See document.			
III. Head of School Report			6:44 PM
A. September School Report	FYI	Joshua Morgan	10 m
IV. Finance Committee			6:54 PM
A. Finance Report	Discuss	Rob Gevjan	10 m
V. Academic Committee			7:04 PM
A. Updates	FYI	Alyson Weimar	3 m
• Review of SRCA school performance- Positive growth. Only K-12 school in Haywood Co. • Discussion of HS attendance policy • HS internships • Voted on 2 new members to the committee - Ashley Price (HS teacher) and Alex Anderson (EC Director)			
VI. School Culture / NEST Committee			7:07 PM
A. Updates	FYI	Josh Sims	5 m
VII. Transportation & Facilities Committee			7:12 PM
A. Updates	FYI	Benjamin Weimar	2 m

	Purpose	Presenter	Time
VIII. Approval of SRCA Mental Health Plan			7:14 PM
A. 2025-26 SRCA Mental Health Plan	Vote	Joshua Morgan	5 m
IX. Policy Committee			7:19 PM
A. Drug Free Work Place - 2nd read	Vote	Larry Davis	1 m
6600 Drug Free Workplace.pdf			
B. Media Policy - 2nd Read (Permanent Approval per policy 2240)	Vote	Larry Davis	2 m
C. Attendance Policy, Remote Attendance Policy	Vote	Joshua Morgan	3 m
D. Paid Parental Leave Renewal	Vote	Joshua Morgan	3 m
E. Conflict of Interest (2nd Read) 2nd Read (1st read at July meeting)	Vote	Larry Davis	2 m
• 2200 Conflict of Interest.pdf • 2200-F Conflict of Interest Form.pdf			
F. Nepotism (2nd read) 2nd Read (1st read at July meeting)	Vote	Larry Davis	1 m
• 2300 Nepotism.pdf			
X. Other Business			7:31 PM
A. Junior Academy	FYI	Josh Sims	10 m
• Update			
B. Open Discussion- Other Business (Board Members)		Alyson Weimar	5 m
XI. Closed session			7:46 PM

	Purpose	Presenter	Time
Closed Session Pursuant to NCGS 143-318.11 (6): (6) To consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee			
A. Enter Closed Session	Vote	Alyson Weimar	10 m
B. Return to Open Session	FYI	Alyson Weimar	1 m
C. Closed Session Summary and Voting items Personnel report	Vote	Alyson Weimar	1 m
XII. Closing Items			7:58 PM
A. Adjourn Meeting	Vote	Alyson Weimar	1 m

Coversheet

Approve Minutes - Regular session

Section:	I. Opening Items
Item:	E. Approve Minutes - Regular session
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Monthly Board Meeting on August 27, 2025

DRAFT



Shining Rock Classical Academy

Minutes

Monthly Board Meeting

Date and Time

Wednesday August 27, 2025 at 6:30 PM

Location

SRCA

2150 Russ Avenue, Waynesville, NC 28786.

SRCA regular board meetings occur the 4th Wednesday of the month.

In person and remote.

Join Zoom Meeting

<https://us02web.zoom.us/j/83602558461?pwd=tjdBEUunKUXAaF1Vup0skuPrO28m0O.1>

Meeting ID: 836 0255 8461

Passcode: 799970

Directors Present

A. Weimar, B. Buckelew, B. Mullinix (remote), J. Sims, L. Davis, R. Gevjan, S. Messer

Directors Absent

A. Adeleke, A. Wilkins

Ex Officio Members Present

J. Morgan

Non Voting Members Present

J. Morgan

Guests Present

A. Anderson, B. Weimar, Barby Bowser, C. White, Cory Vallaincourt (remote), H. Wilson (remote), S. Jenkins, T. Gresham, T. Inman, Terry White

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

A. Weimar called a meeting of the board of directors of Shining Rock Classical Academy to order on Wednesday Aug 27, 2025 at 6:32 PM.

C. SRCA Mission Statement

Alyson read aloud the SRCA Mission Statement

D. Announcements

Alyson announced the date and time of the next board meeting which is on September 24th at 6:30 PM ET

E. Approve Minutes - Regular session

L. Davis made a motion to approve the minutes from Monthly Board Meeting on 07-23-25.

S. Messer seconded the motion.

The board **VOTED** unanimously to approve the motion.

F. Approve minutes - Closed session 7/23

R. Gevjan made a motion to approve the minutes from Closed Session - As part of 7/23 board meeting on 07-23-25.

L. Davis seconded the motion.

The board **VOTED** unanimously to approve the motion.

II. Public Comment and Records

A. Public Comment

No public comment; Alyson reminded the audience of how to request public comment

B. Public Records Monthly Update

No update

C.

Board Comment Request

Cory Vallaincourt has requested that the Board comment on an article he has published regarding Joshua Morgan, SRCA Head of School.

The Board had replied with its general approach to media response.

III. Head of School Report

A. August School Report

Josh Morgan shared the following

- This August school report was broadcast on ParentSquare
- Student attendance has improved
- Western Carolina University has collaborated with us in teaching our 6th graders who in turn teach a lower grade level
 - Alyson suggested broadcasting information about this to media
- BOG testing is complete despite technical issues
- Laurne Bulla was awarded a \$1250 grant for the music program
- Christina White and Tom Gilfoy were awarded a \$5000 grant for outdoor learning opportunities for high school students
- Alex Anderson has been invited to present at the state EC conference
- Amanda Muri has shifted roles to 4th grade teacher
- We followed state guidance to comply with the Safer Schools program
- Information for Epicenter, the state clearinghouse for all public school data, is up-to-date
 - Alyson noted that this is a task that Katy Ridnouer was performing which Josh Morgan is now handling
- Sidewalk concrete addition has improved car line efficiency and safety
- Sidewalk awning is set to be installed within 6 weeks time
- To be installed during Fall Break:
 - Curtain to be installed in the gym to divide it
 - Four basketball goals to be installed
- FEMA update @ Dellwood campus
 - Roof repair
 - Retention pond repair
- Budget stalemate at the state legislature is impacting us in so far as
 - We are using last year's payscale for our staff this year
 - Without the release of a state budget, cost of living has not been accounted for
 - Health plan costs have changed
- Student cell phone policy
 - Top of the agenda for next policy meeting
- Organization chart updated to reflect new structure

IV. Policy Committee

A. Grievance Policy and Form revision

- Revised to make it more standardized
- Teacher first, then Director, then Head of School

S. Messer made a motion to Approve grievance policy and form revision.

B. Mullinix seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. Student name change revision

- A form is required to establish a change to a student's name, pronouns, and/or gender
- This is not a legal name change
- Identifies the child at Shining Rock Classical Academy only

A. Weimar made a motion to Approve student name change form revision.

B. Buckelew seconded the motion.

The board **VOTED** unanimously to approve the motion.

C. Drug Free Work Place - 1st read only

- Standardization
- For 1st read only
- Drug screening is requirement pre-employment

J. Sims made a motion to Approve 1st read of Drug Free Work Place policy revision.

A. Weimar seconded the motion.

The board **VOTED** unanimously to approve the motion.

D. Media Policy

- Gives the right to the media to ask the Board of Directors for information
- Cyberbullying details are included
- Ties to grievance policy
- Outlines the process for public comment

B. Mullinix made a motion to Approve on 1st read for temporary establishment.

R. Gevjan seconded the motion.

The board **VOTED** unanimously to approve the motion.

E. Attendance promotion and attendance policy - revision

- The state school board has removed the FF designation wherein students are failing due to attendance
 - This revision covers the gap created by the aforementioned removal
- Expect another revision of this document because it is due for another cleanup
- We are voting on this revision which was wrought by the academic committee and its mix of participants because it is immediately needed

L. Davis made a motion to Approve revision of Attendance promotion and attendance policy.

S. Messer seconded the motion.

The board **VOTED** unanimously to approve the motion.

F. Wellness policy

- Nutrition standards
- Physical activity standards
- In preparation to conform for the federally assisted nutrition program
- We have professional resources we are querying as we practice this policy

A. Weimar made a motion to Approve the wellness policy.

J. Sims seconded the motion.

The board **VOTED** unanimously to approve the motion.

G. Employee Handbook Addendum

- Do not place yourself in a 1-1 situation with a student
- Ensure there is line of sight between a staff member and a student
- Rule of three to assist a child in the event that assistance is needed during a trip to the restroom

V. Finance Committee

A. Finance Report

- Rob Gevjan highlighted the following
 - Finance committee did not meet in July
 - Communicating to our bond holders such there is mutual understanding of fiscal responsibility
 - We have a surplus and, though it is modest, the presence of a surplus is great
 - Everything that is going on with the capital improvements, we are being responsible with
 - Waiting until funds are released from the state before we establish any high-yield accounts
 - Rob asked Travis Gresham how CSP is supporting her in her duties

- They are supporting her in HR and finance with
 - Reporting
 - Auditing
 - Entering employee information into the various benefit platforms
- Butch Mullinix noted that the budget last year ran a deficit and that this year we are running a surplus and asked/suggested
 - Does the board decide on how a surplus is used
 - Teachers are deserving of an increase in pay and that seems one of the best designations for a surplus
 - Josh Morgan noted that we must be mindful of the unpredictability of state and federal funding and it would be wise to wait until the Spring semester to decide on use of surplus funds

VI. Academic Committee

A. Updates

Alyson stated that at this point in the meeting we have covered everything that the academic committee has been focusing on

VII. School Culture / NEST Committee

A. Updates

- Recapped latest NEST minutes from the August meeting
- Alyson asked about the struggle wherein teacher's don't tend to share needs/wants with NEST
 - Alyson and Josh Morgan advised using a form for teachers to share that information
- Rachel McFalls stepping down after 3 years of service as NEST President

VIII. Transportation & Facilities Committee

A. Updates

Main update is the school nutrition procurement plan (see below)

B. School Nutrition Procurement Plan

- Nutrition consultant that visited today was very helpful in forming this plan
- This is strictly for the school nutrition program
- Does not affect procurement for other services

R. Gevjan made a motion to Approve the draft of the School Nutrition Procurement Plan.

B. Mullinix seconded the motion.

The board **VOTED** unanimously to approve the motion.

IX. Approval of Job Descriptions

A. Director Job Description

- Removes the distinguishment of upper vs lower director
- Sara Jenkins, currently serving Director, asserted
 - The accuracy of the job description
 - That the new position is proving to be effective

L. Davis made a motion to Approve the Director Job Description.

B. Buckelew seconded the motion.

The board **VOTED** unanimously to approve the motion.

X. Other Business

A. Board Positions

B. Abby Wilkins is resigning from the Board

- Alyson spoke about
 - Abby Wilkins's years dedication and service
 - Abby was unavailable to join tonight's meeting as she is on-call in the OR

C. Barby Bowser applied to join the Board

The Board has reviewed Barby Bowser's application and Alyson Weimar, Joshua Sims, and Rob Gevjan interviewed Barby earlier this week

D. Open Discussion- Other Business (Board Members)

None

XI. Closed session

A. Enter Closed Session

L. Davis made a motion to Enter closed session.

A. Weimar seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. Return to Open Session

R. Gevjan made a motion to Return to open session.

S. Messer seconded the motion.

The board **VOTED** unanimously to approve the motion.

C.

Closed Session Summary

L. Davis made a motion to Approve personnel report.

J. Sims seconded the motion.

The board **VOTED** unanimously to approve the motion.

A. Weimar made a motion to Approve Barby Bowser's membership to the board.

S. Messer seconded the motion.

The board **VOTED** unanimously to approve the motion.

XII. Closing Items

A. Adjourn Meeting

A. Weimar made a motion to Adjourn meeting.

R. Gevjan seconded the motion.

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:09 PM.

Respectfully Submitted,

J. Sims

Documents used during the meeting

- 2500_Public_Comment_Policy.pdf
- SRCA Organization Chart Update 2025.pdf
- School Report August 2025.pdf
- August Teacher Spotlight (Muri).pdf
- 1999 Grievance DRAFT2025.pdf
- 1999-F Grievance Form.pdf
- 7500 Media Policy.pdf
- Staff Handbook Addendum 2025.pdf
- 03_BOARD_REPORT_2025_07_SHINING_ROCK_CLASSICAL_ACADEMY_CFA_20250822.pdf
- Shining Rock Procurement Plan Final Draft 8.27.2025.pdf
- LSD to Director 2025 (Red Line).pdf
- Director 2025.pdf
- Resignation_Abbie.pdf

Coversheet

Board Communications with Smoky Mountain News

Section:	II. Public Comment and Records
Item:	C. Board Communications with Smoky Mountain News
Purpose:	FYI
Submitted by:	
Related Material:	SRCA board statement_Vaillancourt 0925 .pdf Valliencourt letter 9.9.2025_Stella Law.pdf



It's a Great Day to be a Falcon!

Shining Rock Classical Academy
Alyson Weimar, *Board Chair*

September 2, 2025

Cory Vaillancourt

Politics Editor, The Smoky Mountain News

cory@smokymountainnews.com

Re: Collaborative board response to August 21, 2025, request for board statements

Shining Rock Classical Academy's board is committed to ongoing assessment through reviewing and upholding policies and procedures that prioritize accountability, student safety, teacher well-being, collaboration, and transparency at the forefront of all we do. SRCA's positive student and teacher retention rates are a testament to our community's trust and overall satisfaction with leadership and the school's direction.



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Via Email

September 9, 2025

Smoky Mountain News

Scott McLeod, Publisher (info@smokymountainnews.com)

Kyle Perrotti, News Editor (kyle.p@smokymountainnews.com)

Dear Messrs. McLeod and Perrotti,

Our firm represents Shining Rock Classical Academy (SRCA). We are writing to alert you to an extremely concerning matter regarding one of your reporters, Cory Vaillancourt. On July 14, 2025, Mr. Vaillancourt reached out via email to the SRCA board chair to schedule an “off the record” meeting. In that email, Mr. Vaillancourt stated:

We should probably sit down over coffee sometime to talk **off the record** about our relationship going forward, but I think this was a good first step and I do appreciate your desire to help both of us reach our goals.[emphasis added]

My client immediately responded and, based on Mr. Vaillancourt’s representations that the conversation would be off the record, met with him on August 15, 2025. The decision to meet with Mr. Vaillancourt was to further uphold transparency and facilitate a mutually respectful relationship with him and the Smoky Mountain News, without discussing anything specific. After that meeting, my client sent a follow up email to Mr. Vaillancourt:

Cory,
Thank you for your time today meeting **off the record**. I am grateful we had an opportunity for us to both speak candidly with one another.
I appreciate your expertise and for your willingness to share them with me. I look forward to a continued collaborative relationship with you as we move forward.
I hope you have a lovely weekend. [emphasis added].

Mr. Vaillancourt responded, “Yes, i felt the meeting was well worth my time.”

After this off the record meeting, Mr. Vaillancourt contacted my client on September 3, 2025, asking if my client had read his story about the school. My client had indeed read his story and responded, letting Mr. Vaillancourt know that his story contained information that my client had disclosed off the record:



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Cory,

Yes, I read your story and saw how you took the board's media policy and our intentions out of context.

I also saw that you printed part of a conversation that was off the record from our 8/15/25 meeting (my attendance at trial and transcripts). I wonder about the ethics of that and how this reflects on your paper and its journalists.

I truly wanted to work with you, but this type of behavior makes “contributions” difficult when you choose not to be ethical.

In response, Mr. Vaillancourt claimed that the conversation was not off the record responding that he had no idea what the board chair was talking about:

Perhaps if you'd responded to my request for comment on the policy you could have advanced your viewpoint. You didn't.

In fact, your refusal proves that the policy is what it seems – an attempt to avoid answering questions from the public and from the media. [Typos in Original]

There is nothing “out of context” in my story. Indeed, you provided context at the outset of the meeting when directing your media policy squarely at me.

As far as your "off-the-record" remark, I have no idea what you're talking about and would urge you to be very careful about what you say unless you have proof to back it up. [emphasis added]

Let me know when you're ready for your interview. Thanks!

My client responded to Mr. Vaillancourt as follows: “I have proof, Cory. Truly disappointed in this and you.”

Not only does my client have email proof that the meeting and conversation were conducted with the expectation of being off the record, they also recorded the entire meeting. An excerpt of that recording is attached to this email. Mr. Vaillancourt both violated the agreed-upon terms for conducting the meeting and neglected to uphold basic ethical obligations as a reporter. We also believe that Mr. Vaillancourt committed fraud by intentionally lying to my client about the purpose of the meeting with no intent to honor the off the record terms of their agreement.

In addition to Mr. Vaillancourt's flagrant violation of ethical rules, he has also communicated with my client in an aggressive and threatening manner. Mr. Vaillancourt has demanded that board members answer his questions and agree to individual interviews. When board members did not agree to Mr. Vaillancourt's demands and instead sent a mutual statement, he continued to send out threatening messages, even letting board members know that he was aware of their places of employment.

My client consists of volunteers who serve on the Shining Rock Board of Directors as a public service. They have a right not to agree to Mr. Vaillancourt's demands and have done so



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respectfully. They have also attempted to establish a professional relationship with Mr. Vaillancourt that respects the roles of each party while establishing professional boundaries. However, Mr. Vaillancourt fosters only distrust by abusing off the record conversations to gain context, then manipulating public statements and actions instead of reporting facts as presented.

The First Amendment does not protect Mr. Vaillancourt or your newspaper from claims of ethical violations, fraud, or harassment. By this letter, we are putting you on notice of significant concerns with respect to Mr. Vaillancourt's unethical conduct specifically by printing an off the record conversation and fraudulently inducing my client to meet with him when he never intended to abide by his ethical duties.

We ask that your paper immediately print a retraction of any information that was used in any of Mr. Vaillancourt's articles obtained during the off the record meeting on August 15, that you delete the articles from your website, and that you carefully vet any future articles submitted by Mr. Vaillancourt about my client for continued disclosure of off the record information. Finally, my client has repeatedly requested that Mr. Vaillancourt respect the SRCA media policy. Per the media policy, the board chair or designated spokesperson will make or approve public statements pertaining to the School or its operations. Whilst board members maintain the right to free speech, they choose to decline his request for interviews based on his conduct and lack of journalistic ethics.

My client has endeavored to engage with Mr. Vaillancourt in an authentic and respectful manner, but they will not engage with him any longer due to his unethical and harassing behavior and communications. As Mr. Vaillancourt's employer, we also hope that you consider the newspaper's complicity in knowingly printing material that constitutes a gross violation of ethics.

Very truly yours,

A handwritten signature in blue ink, appearing to read 'Lisa Gordon Stella'.

Lisa Gordon Stella, Esq.

cc: Shining Rock Classical Academy Board of Directors

Coversheet

September School Report

Section:	III. Head of School Report
Item:	A. September School Report
Purpose:	FYI
Submitted by:	
Related Material:	School Report September 2025.pdf

Shining Rock Classical Academy Monthly School Report September 2025

Welcome to the SRCA School Report

Each month, the Head of School generates a report for the SRCA Board to provide detailed information about the school and governance topics affecting decisions. [Click this sentence to view this month's welcome video from Mr. Morgan.](#)

2025 Testing Report

Understanding Terms

Before going into detail to explain the testing results from 2025, it is important to understand some of the terms used in reporting the data to provide some depth of context. The data drop from the state is massive, as it includes all of the outcomes for every public school in North Carolina. With such a large amount of data, there are going to be many abbreviations and terms that educators will understand that can be confusing for the public. Consider this a quick guide to some of the terms.

- *Achievement Score*: The percentage of student tests that receive a passing score.
- *Growth Score*: State generated measure to indicate if students demonstrated expected academic progress during the school year.
- *Performance Score*: Used to determine the school report card grade. It is generated by taking 80% of the Achievement Score and adding 20% of the Growth Score.
- *School Grade*: Based on the Performance Score using a 15-point scale. Represented as a letter grade as an A, B, C, D or F.
- *Growth Status*: Based on the Growth Score with 3 possible outcomes. **Met** represents a school achieving expected growth, **Exceed** represents a school achieving higher than expected growth, and **Not Met** represents a school not meeting expected growth.
- *Subgroups*: A school must have 40 students that fall within a group of demographic indicators. For example, Students with Disabilities (SWD) and White would each be a subgroup.

SRCA's Results

A snapshot of SRCA's outcomes is represented in the following table.



School Name	School Grade 2025	Performance Score 2025	Growth Score 2025	Growth Status 2025	Achievement Score 2025
Shining Rock Classical Academy	C	58	74.7	Met	53.6

When looking at our statistics in isolation, it is important to note a couple of things. First, our goal is always to be a high achieving school, which means that anything short of perfection is going to trigger reflection on how to improve. Teachers and administrators have been reviewing the data that is broken into the various subgroups and grade levels to identify strengths and areas for improvement.

A second important consideration is to look at how these results compare to the previous school year. Comparisons year over year do not consider many of the variables that take place. The 2024 results are from a relatively normal school year, while the 2025 results will reflect impacts related to the shared trauma experienced from Helene. This is what the table looks like for SRCA when comparing 2024 results to 2025.

School Name	School Grade 2025	Performance Score 2024	Performance Score 2025	Score Change	Growth Score 2024	Growth Score 2025	Score Change	Growth Status 2025	Achievement Score 2024	Achievement Score 2025	Score Change
Shining Rock Classical Academy	C	55	58	3	62.9	74.7	11.8	Met	53.2	53.6	0.4

As the table shows, SRCA achieved improvements in each of the key measures of Achievement Score, Growth Score, and Performance Score.

Comparison of Results

SRCA, like all charter schools, is directly compared to the result of the school district in which it resides. With SRCA being a K-12 school, it does make it challenging to compare the school to the entire district. There are common metrics that are shared for individual schools, and this is the only manner possible to compare SRCA to Haywood County Schools. It is significant to point out that Haywood County Schools are in the top 20% of school districts in North Carolina. The successes of HCS challenge us to strive for improvement, just as our successes challenge them to do the same.

There is going to be a lot of data to follow, but it is important to view the data in a couple of diverse ways.

Test results by Performance Grade

School Name	School Grade 2025	Performance Score 2025	Growth Score 2025	Growth Status 2025	Achievement Score 2025
Haywood Early College	A	96	85.5	Exceed	98.3
Riverbend Elementary	B	82	70.3	Met	85.3
Pisgah High	B	81	85.7	Exceed	79.9
Tuscola High	B	78	87.7	Exceed	75.3
Junaluska Elementary	B	74	76	Met	73.9
Bethel Elementary	B	73	81.9	Met	70.9
Bethel Middle	B	71	64.2	Not Met	72.2
North Canton Elementary	B	70	76.6	Met	68.1
Jonathan Valley Elementary	C	65	84.5	Met	60.5
Canton Middle	C	64	80	Met	59.9
Hazelwood Elementary	C	63	70.8	Met	61.6
Shining Rock Classical Academy	C	58	74.7	Met	53.6
Central Haywood High	ALT_C	57			57.1
Waynesville Middle	D	54	51.1	Not Met	54.9
Clyde Elementary	D	53	65	Not Met	50
Meadowbrook Elementary	D	48	58.4	Not Met	46

Key Takeaways

- Central Haywood High School is an alternative school which places it on an alternative criterion for scoring compared to other high schools.
- Haywood Early College is the only public school of the 16 listed that selects their students and denies admission based on previous student performance.
- Waynesville Middle, Clyde, and Meadowbrook are the first schools in Haywood County to earn a D grade.
- SRCA was one of the 10 schools to have earned Met or Exceeds growth.

Test Results by Performance Grade Change 2024 to 2025

This table organizes results by the amount of change in the Performance Grade from 2024 to 2025.

School Name	School Grade 2025	Performance Score 2024	Performance Score 2025	Score Change	Growth Score 2024	Growth Score 2025	Score Change	Growth Status 2025	Achievement Score 2024	Achievement Score 2025	Score Change
Bethel Elementary	B	69	73	4	64.2	81.9	17.7	Met	69.6	70.9	1.3
Shining Rock Classical Academy	C	55	58	3	62.9	74.7	11.8	Met	53.2	53.6	0.4
Haywood Early College	A	96	96	0	83.7	85.5	1.8	Exceed	99.2	98.3	-0.9
Junaluska Elementary	B	74	74	0	81.5	76	-5.5	Met	72.3	73.9	1.6
Pisgah High	B	82	81	-1	85.9	85.7	-0.2	Exceed	81	79.9	-1.1
North Canton Elementary	B	72	70	-2	71.1	76.6	5.5	Met	71.9	68.1	-3.8
Canton Middle	C	66	64	-2	84.9	80	-4.9	Met	61	59.9	-1.1
Tuscola High	B	81	78	-3	88.7	87.7	-1	Exceed	79.6	75.3	-4.3
Bethel Middle	B	74	71	-3	63.5	64.2	0.7	Not Met	76	72.2	-3.8
Waynesville Middle	D	57	54	-3	64.6	51.1	-13.5	Not Met	55.1	54.9	-0.2
Jonathan Valley Elementary	C	71	65	-6	87.5	84.5	-3	Met	66.8	60.5	-6.3
Riverbend Elementary	B	89	82	-7	80.9	70.3	-10.6	Met	90.5	85.3	-5.2
Hazelwood Elementary	C	70	63	-7	88.3	70.8	-17.5	Met	65.3	61.6	-3.7
Clyde Elementary	D	62	53	-9	82.8	65	-17.8	Not Met	56.5	50	-6.5
Central Haywood High	ALT_C	69	57	-12			0		68.7	57.1	-11.6
Meadowbrook Elementary	D	62	48	-14	82.3	58.4	-23.9	Not Met	56.4	46	-10.4

Key Takeaways

- SRCA was one of only 2 schools to improve the Performance Score from 2024.
- SRCA was one of only 3 schools to improve the Achievement Score from 2024.
- SRCA was one of only 5 schools to improve the Growth Score from 2024.



Science Scores and Growth Status by Reading and Math

Each elementary and middle school is given a school grade for Reading and Math. In addition, these schools are provided with an achievement score in science for the 5th and 8th grade science EOG. These scores are sorted by Science Score.

School Name	School Grade	Growth Status	Reading Grade	Reading Growth Status	Math Grade	Math Growth Status	Science Score
Riverbend Elementary	B	Met	B	Met	A	NotMet	85.3
Bethel Elementary	B	Met	C	Met	B	Met	83.9
Bethel Middle	B	NotMet	C	NotMet	B	Met	81.3
Junaluska Elementary	B	Met	B	Met	B	NotMet	76.3
Jonathan Valley Elementary	C	Met	C	Met	B	Met	73.2
Canton Middle	C	Met	D	NotMet	C	Met	72.9
Shining Rock Classical Academy	C	Met	C	Met	C	Met	71.8
Hazelwood Elementary	C	Met	C	Met	C	Met	70.7
North Canton Elementary	B	Met	C	Met	B	Met	65.9
Waynesville Middle	D	NotMet	C	NotMet	C	NotMet	54.8
Clyde Elementary	D	NotMet	D	Met	C	NotMet	52.6
Meadowbrook Elementary	D	NotMet	D	Met	C	NotMet	30

Key Takeaways

- SRCA is one of only 5 schools to have Met growth for the entire school, Reading, and Math.

Testing Summary

While there is room for improvement that all the educators at SRCA freely acknowledge, there also must be recognition that SRCA achieved gains while others regressed. With all the challenges that our community had to undertake during the 2024-25 school year, the overall performance of HCS went down while SRCA improved in all measures.



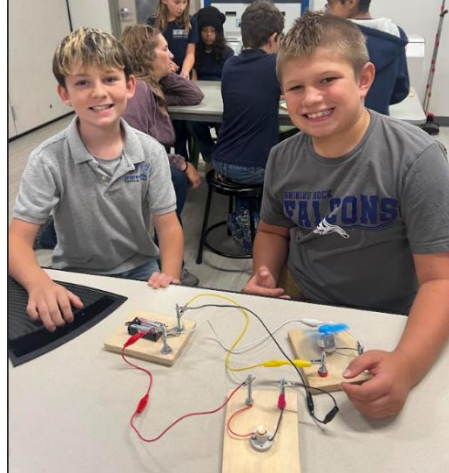
Directors Report

Academic Projects

There has been a lot happening in the world of elementary school this past month! Some of the academic happenings have been:

- The kindergarten students completed their unit on community helpers by going to Balsam Dental and the Waynesville Library. They then had a visit from the Waynesville fire department and police department! The kids were able to explore the tools, vehicles, and services that these community helpers offer! The kids then drew a picture of what they would like to be when they grow up to turn into a class book!
- In first grade students are diving into the fascinating history of our Earth! From creating vibrant directed drawings of volcanoes to investigating the layers of the Earth, rocks, and minerals, they are fully engaged in discovery. A highlight of their learning is a field trip to a gem mine, where hands-on exploration sparks curiosity and inspires them to share their findings. Back in the classroom, students are building models of different types of rocks, using various materials to bring their experiences to life through narrative writing. First grade is truly “rocking” experiential learning!
- In second grade students finished their fairy tale unit by dressing up and presenting character traits of their favorite fairy tale character. They also got hands on in a STEAM lesson building the three little pigs houses!
 - Third grade used number lines for rounding. We got hands on and used some "human number lines" to go over rounding numbers with students being various points on the number line.
 - Fourth grade students went to AMOS (Asheville Museum of Science), where they furthered their knowledge of circuits and forces and motion. Students were able to build and explore with open and closed circuits, as well as travel back in time and explore Medieval inventors and simple machines.
 - Fifth Grade students were learning about physical and chemical changes and participated in an experiment with baking soda and blackberries to help them see these changes.





8th Grade Field Trip: Haywood Waterways

On Wednesday, September 10th, the eighth grade class participated in a field trip to Haywood Waterways. Students rotated through several interactive educational stations that connected classroom learning to real-world applications in environmental science:

- **Watershed** – Students learned how pollution affects water systems, how rainwater carries pollutants, and how this impacts rivers and oceans.
- **Water Quality** – Students tested pH, visibility, and oxygen levels in local rivers within Haywood County.
- **Indicator Species** – Students collected and identified aquatic insects from the Pigeon River to assess water cleanliness, learning how specific species reflect environmental health.
- **Fish Station** – Using safe “electrofishing” techniques, students helped temporarily stun fish to study and identify the species living in our waters.

This field experience gave students a hands-on opportunity to deepen their understanding of ecosystems, water quality, and the importance of protecting natural resources in our community.



Tech Free Tuesday

High School unplugged and enjoyed a tech-free day on Tuesday, September 16. Students powered off devices for the day and reconnected with peers and teachers. Phones were not present during pass-through times or at lunch. Following lunch, students enjoyed activity time playing Gaga ball, four-square, basketball, volleyball, or walking around the campground loop. One student commented that this Tuesday was his “favorite Tuesday of the year,” and he requested that we schedule more days for them to enjoy. Feedback from the students was so positive that staff are planning future Tuesdays for students to disconnect from tech and connect with one another!

Finance Report

Monthly Budget Report

Please refer to SRCA Finance Report August FY25 in the board packet.

Head of School Report

Compliance Update

Public Records Requests

A new public records request was made by Rebecca Fitzgibbon on August 27. This was a follow-up to a request that was made on July 7 that was fulfilled, but not in a manner that she found satisfactory. After consulting with legal counsel, the July 7 fulfillment was sufficient for the request that was made. Counsel did advise a second approach to fulfill the request that is more robust and hopeful in addressing all possible concerns. This revised approach is currently on-going.

A lengthy series of media requests were made by Cory Vaillencourt of the Smoky Mountain News to all SRCA board members. The requests revolved around another article that Mr. Vaillencourt has stated that he intends to write regarding Mrs. Fitzgibbons court case from May. The statement read:

Re: Collaborative board response to August 21, 2025, request for board statements

Shining Rock Classical Academy's board is committed to ongoing assessment through reviewing and upholding policies and procedures that prioritize accountability, student safety, teacher wellbeing, collaboration, and transparency at the forefront of all we do. SRCA's positive student and teacher retention rates are a testament to our community's trust and overall satisfaction with leadership and the school's direction.

Even when provided with a joint statement, Mr. Vaillencourt continued to send requests that increased in personal attacks and threatening behavior. These tactics and disregard for typical professional media conduct required legal counsel to be utilized and ultimately provide a written response to the Smoky Mountain News addressing this behavior. The legal response will be included in the SRCA board agenda for September.

In transparency, the following table is a summary of time from SRCA staff, board members, and finances (tax-payer dollars) allocated towards these requests during the current fiscal year which began on July 1. When reviewing the table, it is significant to highlight that members of the SRCA Board, including the Board Chair, are volunteers. This means that the SRCA Board members are not paid for their time, unlike members of the Haywood County School Board who are provided compensation.

Fitzgibbon Requests	Staff Needed to Fulfill	Time and Expense
July 7	J. Morgan – Review of previous board minutes	45 minutes
August 27	Board Chair, Legal Counsel, IT	Board Chair – 5 hours and on-going, Legal – 30 minutes @ contract rate IT – 1 hour @ contract rate
Total Since July 1, 2025		7.25 Hours \$115 of external support
Vaillencourt Requests	Staff Needed to Fulfill	Time and Expense
Multiple from August 21 forward	Board Members, Legal Counsel	Board Chair – 2 hours Board Members (x8)– 30 minutes each Legal – 1.5 hours @ contract rate
Total Since July 1, 2025		7.5 Hours \$225 of external support
Grand Totals since July 1, 2025	Time Required: 14.75 Hours Taxpayer Dollars Required: \$340	

Epicenter Tasks

There are regular reports required for submission Epicenter, which serves as the state clearinghouse for all public school's data.

There is one task that needs attention with assistance from the board. During the previous school year, SRCA opted-in to provide paid parental leave. This was a state initiative that began last year and must be renewed each year by the board. Due to the state budget not being approved, this line item from the state is still in effect which means that SRCA would be reimbursed for providing this benefit. The recommendation will be that the SRCA Board renew policy 6350.

Submitting the board response to this policy is due September 30, 2025.



Facilities Update

FEMA Updates

All of the documentation required for FEMA reimbursement from damage sustained during Helene has been submitted. No further action is required or expected of SRCA until the funds are released by FEMA to complete the mitigation and repair projects. These projects include the replacement of a section of sidewalk and repairs to the retention ponds on Russ, and roof replacements to the buildings on Dellwood.

As of September 19, the first reimbursement for one of the buildings on Dellwood has been moved forward in the portal by FEMA. This is a positive sign that the funds to repair the roofs on the Dellwood campus could become available in the next few weeks.

SRJA Status

On September 19, SRCA was notified that the Junior Academy would be closing effective immediately. The JA was initiated by SRCA when the facility at Dellwood became available to take on this project. Since inception, JA has operated independently and separate from SRCA. The relationship has been construction, especially over the most recent 18 months.

With the JA operating as an independent organization, there are two significant barriers they are reporting that are forcing them into this situation. First, the limited subsidy supports available to offset costs make the margins for operation very narrow. Second, these small margins make maintaining a qualified staff at the rate of pay they are able to increasingly difficult.

The immediate impact on SRCA will revolve on the rent JA paid for using the Dellwood campus. The impact across the community will be greater with the loss of a 5-star daycare facility.

Legislative Update

Budget Stalemate Update

There continues to be no movement with regards to an approved NC budget. The fiscal year began on July 1 and without a new budget all funding is set at the 2024 levels. One aspect of this impasse is that some of the same budgeted items from the previous fiscal year remain in place, such as the paid parental leave fund. This will require that some items will need to be revised in the SRCA budget.

One area to remain vigilant on regarding the budget is that not all aspects of the state budget are fully funded as a part of the mini-budget process that is taking place. Historically, this has not impacted K-12 public education. However, most budgets become resolved in the late fall and almost always before the change in the calendar year. Large cost items that have fiscal years aligned with the private sector are going to become messy and experience overruns. For



example, the DOT, state health plans, and state support higher education scholarships could run low on funds without a redistribution of resources.

Attendance

Grade	Attendance Rate		Grade	Attendance Rate
Kindergarten	96% (+1)		7 th	93% (+10)
1 st	97% (+1)		8 th	97% (+12)
2 nd	97% (+3)		9 th	94% (+3)
3 rd	95% (-)		10 th	96% (+4)
4 th	97% (+3)		11 th	94% (+2)
5 th	96% (-)		12 th	96% (+2)
6 th	97% (+4)		Overall	97.1% (+2.4)

A point of emphasis during the 2025-26 school year is to improve our overall attendance. Overall, we want to achieve an attendance rate of 93%. The single greatest factor that we can control to help our students be successful is to have them present in the classroom.

Everyone in our school community should take pride in improving our attendance from last month as a school by 2.4%. Middle grades showed the greatest improvement from the first month, led by a 12% increase by eighth grade.

SRCA in the News

Pollinator Garden Collaboration

[Click Here](#) to check out the article from *The Mountaineer* spotlighting the SRCA Pollinator Garden that has been made possible with a partnership with Haywood Community College.



Coversheet

Finance Report

Section:	IV. Finance Committee
Item:	A. Finance Report
Purpose:	Discuss
Submitted by:	
Related Material:	BOARD_REPORT_2025_August.pdf



SHINING ROCK CLASSICAL ACADEMY CFA Budget Analysis Report (Reconciled)

Fiscal Year: 2026 - August

Account	Budget	Period Activity	YTD Activity	Remaining Budget	% Used	EOY Projection	Notes
Revenues							
► Rev - State Revenue	5,077,623.84	430,271.50	903,637.76	4,173,986.08	17.80	5,077,623.84	
► Rev - Local	1,653,905.03	4,253.01	12,630.67	1,641,274.36	0.76	1,639,030.03	
► Rev - Pass-Through Revenue	150,600.00	11,419.35	20,168.35	130,431.65	13.39	165,902.00	
► Rev - Federal	328,558.00	3,818.22	3,818.22	324,739.78	1.16	333,459.00	
► Rev - Fund 5 Rev - B&A, Lunch(Full Pay)	210,000.00	13,730.74	16,568.74	193,431.26	7.89	210,000.00	
Revenues	7,420,686.87	463,492.82	956,823.74	6,463,863.13	12.89	7,426,014.87	
Account	Budget	Period Activity	YTD Activity	Remaining Budget	% Used	EOY Projection	Notes
Expenses							
► Salaries & Bonuses	3,402,325.00	292,851.59	571,735.04	2,830,589.96	16.80	3,397,545.00	
► Federal Salaries & Bonuses	0.00	11,254.17	11,254.17	-11,254.17	***	0.00	
► Benefits	886,416.93	68,959.29	144,993.51	741,423.42	16.36	892,146.66	
► Federal Benefits	0.00	3,166.94	3,166.94	-3,166.94	***	0.00	
► Books and Supplies	160,200.00	19,495.53	43,193.29	117,006.71	26.96	132,700.00	
► Technology	116,000.00	25,738.64	69,325.53	46,674.47	59.76	116,000.00	
► Equipment & Leases	90,000.00	7,879.82	12,720.86	77,279.14	14.13	90,000.00	
► Contracted Student Services	179,500.00	4,156.20	5,381.20	174,118.80	3.00	179,500.00	
► Staff Development	29,000.00	0.00	290.59	28,709.41	1.00	29,000.00	
► Administrative Services	307,500.00	25,889.13	68,625.59	238,874.41	22.32	298,347.72	
► Insurances	83,000.00	18,562.08	25,764.84	57,235.16	31.04	83,000.00	
► Rents & Debt Service	1,499,750.04	123,844.12	252,169.84	1,247,580.20	16.81	1,496,979.92	
► Facilities	205,000.00	55,115.51	130,244.28	74,755.72	63.53	309,743.45	
► Utilities	135,500.00	15,005.75	18,904.48	116,595.52	13.95	135,500.00	
► Nutrition & Food	106,000.00	-328.42	-202.42	106,202.42	-0.19	106,000.00	
► Transportation & Travel	29,000.00	211.96	1,023.01	27,976.99	3.53	29,000.00	
► Before and After School Care (WINGS)	68,500.00	2,691.58	17,564.63	50,935.37	25.64	68,594.03	
► Pass-Through Expenses	3,500.00	0.00	39.54	3,460.46	1.13	3,500.00	
► Federal Grant Related Expenses	110,000.00	14,425.52	19,536.24	90,463.76	17.76	41,325.62	
► NC Safety Grant Expenses - 438	0.00	25.00	320.80	-320.80	***	320.80	
Expenses	7,411,191.97	688,944.41	1,396,051.96	6,015,140.01	18.84	7,409,203.20	
Surplus/(DEFICIT)	9,494.90	-225,451.59	-439,228.22	448,723.12	-5.94	16,811.67	

Coversheet

2025-26 SRCA Mental Health Plan

Section:	VIII. Approval of SRCA Mental Health Plan
Item:	A. 2025-26 SRCA Mental Health Plan
Purpose:	Vote
Submitted by:	
Related Material:	School Based Mental Health Plan 25-26 SRCA 44A.pdf

SRCA SBMH Plan

Revised August 2025

Section 1: Mission and Vision for Social Emotional Learning	
1.1 “Why” SEL?	SEL is helpful to both children and adults, increasing self-awareness, academic achievement, and positive behaviors both in and out of the classroom. All students who are given the opportunity to learn skills that will help them deal with challenges that affect them on a personal level will then be better able to navigate the pressures of adult life. It is important to see these (primarily) interpersonal skills in all areas of instruction simply because students will need to be able to access those skills in all aspects of their lives.
1.2 Vision for SEL	All SRCA students will be able to utilize social, emotional, and academic skills in order to become resourceful, resilient life-long learners, and citizens of the world. This will be done by providing SEL instruction that will allow students to grow by: ● Becoming self-aware and able to manage their emotions and behaviors. ● Becoming socially aware and learning to have understanding and empathy for others ● Learn to identify and develop positive relationships. ● Make responsible decisions. In addition, school leaders will demonstrate their commitment to SEL by rigorously modeling social, emotional and cultural competence in all of their interactions with others.

Section 2: Preparation for Implementation			
Step #	Action Steps	Date Complete	Evaluation Method(s)
2.1	Incoming school counselor, MTSS coordinator, and head of school should complete Core SEL Practice Course This course will guide the team in implementing the plan in a way that is aligned with SRCA's Core academic and behavior supports ☐ Locate in Infinite Campus → NCEES (CANVAS Course) ☐ Register for course through MTSS coordinator ☐ View modules 1-6 ☐ Determine if other team members should view the modules ☐ Make adjustments to this plan utilizing the information in the modules, as necessary More information here.	Goal: By first day of school, Fall 2025 Actual: Sept. 2025	☐ Essential staff have completed these modules prior to the beginning of the school year ☐ Adjustments made to plan as needed
2.2	Review and approval by school board	Goal: July 1, 2025 Actual: Sept. 2025	
2.3	Memorandum of Understanding (MOU) with your LME (Local Management Entity) or School Based Mental Health Providers (Agencies) • SRCA has worked with Appalachian Community Behavioral Health Services • SRCA also works with Appalachian Community Mental health for services such as: ○ Mobile Crisis Unit ○ Outpatient therapy ○ Intensive In Home Therapy • Jeron Reece- Appalachian Community Mental Health Director jeron.reece@acswn.com	Goal: July 1, 2025 Actual: Currently work with these agencies/services	• Quarterly Report that will include the number of students being served, number of therapy sessions, types of services provided, therapist information and any other data determined to be relevant to demonstrating program effectiveness.

	• Internet Safety provided by KARE for grades 3rd-12th • Internet Safety and Awareness also provided by SRO (B. Reeves). For parents and students 6th-12th. ◦ Nov. 30th, 2025 • SRCA receives training and support from Stephanie Ellis with NCSBI for implementation of BTAM services sellis@ncsbi.gov • Katy Smith, Sunrise Child Counseling provides private therapy for students sunrisechildcounseling@gmail.com • Sydney Pifer, with Bending Branch: sydpifer@bending-branch.com		
2.4	Upload the plan by September 15th with Other Healthy Active Children Policy Items. • A link will be posted by the Healthy Schools Section and School Mental Health Initiative Live DPI WebPage • Each PSU has a person that is designated to upload information into this system. This is a PSU locally designated person. You will need to see your leadership to determine if you are not sure who that person would be.	Goal: September 2025 _____ Actual:	
2.5	Update Regularly • At each team (school counselor, lead teachers, school nurse, head of school) meeting • Review quarterly based on evaluated data		

Section 3: Staff Professional Development Plan			
Step #	Action Steps	Date Complete	Evaluation Method(s)
3.1	Add required education to PD requirements, tracked by school licensure manager ☐ Communicate professional development requirements to staff including deadlines and reporting mechanisms with printed certificate as evidence of completion	Goal: By beginning of Fall 2025 semester, have PD plan and database in place as well as communication to staff Actual: _____	☐ Certificate of completion required at 80% or higher to pass
3.1a	Who is required to complete PD? All personnel as defined by Senate Bill 476: teachers, instructional support personnel, principals, assistant principals		
3.1b	How much PD is required? Annually: At least 6 TOTAL hours of the following information This includes: • 2.15 hour human trafficking training • 3.5 hours mental health training: https://app.mdbehavioralhealth.com/online-training/ ○ Module 1: Understanding Student Development and Mental Health ○ Module 2: Internalizing Disorders ○ Module 3: Externalizing Disorders ○ Module 4: Frameworks & Strategies for Promoting Mental Health ○ Module 5: Data-based Decision Making ○ Module 6: Cultural Competency ○ Module 7: Collaboration and Communication • 1.5 hours: Suicide Awareness Training provided by Trevor Roth trevorrothcounseling@gmail.com Who is PD required for? Everyone referenced in 3.1a will be required.		

3.1c	Required Courses/Topics: 1- Education related to the SaySomething Anonymous Reporting System in 4.2 ● Suicide Prevention ● Substance abuse ● Teenage dating violence ● Internet safety for grades 3rd-12th provided by KARE ● Sex trafficking prevention (upon hire, and on even number of years) ○ Child Sexual Abuse and Human Trafficking Prevention ○ Best practices from the field of prevention ○ The grooming process of sexual predators ○ The warning signs of sexual abuse and sex trafficking ○ How to intervene when sexual abuse or sex trafficking is suspected or disclosed ○ Legal responsibilities for reporting sexual abuse or sex trafficking, and available resources for assistance
3.1d	In addition to 3.1c, Specialized Instructional Support Personnel (SISP) are required to complete a minimum of 2 additional hours of continuing education in their area of expertise related to mental health support of the school population. Together, SISP are to record school specific: ● SISP roles of support ● Procedures/protocols for referring for MH and access for support ● Intervention Strategies for Students (MTSS Matrix for SEL and MH) ● Referral & Follow Up (MH Supports)

Section 4: Suicide Risk Protocol			
Step #	Action Steps	Date Complete	Evaluation Method(s)
4.1	SRCA Suicide Risk Protocol https://docs.google.com/document/d/1qDNWqZUNYXOgaUzqe2dQbACFMC_TzEedtbkOq0H__iE/edit?tab=t.0	Created May 2021	Reports from training agencies, parents, and students
4.2	SRCA also participates in the SaySomething Anonymous Reporting System. This is a system that provides students ways to “say something” when they see that a friend or classmate could be in danger of harming themselves or others. - Staff Contacts are J. Morgan, B. Reeves, E. Norman, Terri Inman, and B. Nicholson) Additional resources related to the formation of a Suicide Risk Screening Protocol: Substance Abuse and Mental Health Services Administration (SAMHSA) American Foundation for Suicide Prevention (AFSP) National Alliance on Mental Illness (NAMI) The Trevor Project — Saving Young LGBTQ Lives Question, Persuade, Refer (QPR) Youth Mental Health First Aid (YMHFA) School-Based Behavioral Threat Assessment & Management: Best Practices Guide For SC K–12 Schools Preventing Suicide: The Role of High School Teachers Issue Brief Emergency crisis response resources: - National Suicide Prevention Lifeline: 1-800-273-TALK (8255)	Each year staff and students are required training in the Say Something App.	When this hotline is utilized, tips are evaluated and then routed to schools to follow up.

	- National Hopeline Network: 1-800-SUICIDE (800-784-2433) - Crisis Text Line: Text "DESERVE" TO 741-741 - Mobile Crisis Unit with Appalachian Community mental health: 1-888-315-2880 Lifeline Crisis Chat (Online live messaging) - Self-Harm Hotline: 1-800-DONT CUT (1-800-366-8288) Suicide Prevention Wiki		
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Section 5: Substance Abuse			
Step #	Action Steps	Date Complete	Evaluation Method(s)
5.1	For students, this topic can be covered by Substance Abuse Prevention Presentations scheduled yearly by our SRO (B. Reeves). Contact Officer Reeves to schedule.	Oct. 31, 2025	Training Evaluations
5.2	Staff are to complete Substance Use Training provided by SRO (B. Reeves).	Nov. 30th, 2025	Training Evaluations

Section 6: Teenage Dating Violence			
Step #	Action Steps	Date Complete	Evaluation Method(s)
5.1	KARE House schedules presentations yearly for each grade (K-12) that cover topics such as safe/unsafe touch, secrets, unhealthy relationships.	Contact KARE by September 2025 to schedule for the year.	Survey provided by KARE sent to parents and students.
5.2	KARE Contact is Megan Taylor community@karehouse.org		

Section 7: Sex Trafficking & Child Abuse			
Step #	Action Steps	Date Complete	Evaluation Method(s)
5.1	KARE House schedules presentations yearly for each grade (K-8) that cover topics such as safe/unsafe touch, secrets, unhealthy relationships and Internet safety.	Contact KARE by September 2025 to schedule for the year.	Survey sent to parents and students
5.2	The curriculum developed by FreewayNC for Human Trafficking and Prevention will be taught to students in 7th, 8th, and 9th grades at SRCA each year (1 hour). SRCA staff will complete the Human Trafficking and Prevention curriculum developed by FreewayNC entitled <i>Protect Our Students</i> upon hire, and on every even numbered year (2 hour and 15 mins.)	Spring 2025 Fall 2025	The Health and PE Instructor will provide training to 9th grade students. Nurse Erin Norman will educate students in Sex Education class every Spring. Certificate of Completion to be kept with PD file

Resources: Directly Related to Plan	Resources: Supplemental
• Mental Health Plan Components and Resources • NC SEL Standards Mapping • Suicide Risk Protocol Resources • Webinar Series Recordings: Integrating SEL into Content Areas • Aligning SEL and Academic Objectives	<u>Assessment Resources</u> • MTSS Implementation Guide • District Report Card • Racial Equity Report Card • Evidence-Based Program Decision Tree • NC Professional Teaching Standard II • ECATS Early Warning System

- [Sample SEL-Integrated Lesson Plan](#)
- [Create SEL/MH Data Evaluation Plan](#)
- [CASEL Supportive School/Classroom Environment](#)
- [Develop an Attendance Component](#)
- [SEL in Homes and Communities](#)
- [SRCA Specific MOA Template](#)

- [Resources for Early Intervention and Treatment](#)
- [A Resource Guide on School Safety](#)

Coversheet

Drug Free Work Place - 2nd read

Section:	IX. Policy Committee
Item:	A. Drug Free Work Place - 2nd read
Purpose:	Vote
Submitted by:	
Related Material:	6600 Drug Free Workplace.pdf

DRUG & ALCOHOL-FREE WORKPLACE*Policy Number:* **6600**

To help ensure a safe, healthy, and productive work environment for our employees and others, to protect Shining Rock Classical Academy (SRCA) property, and to ensure efficient operations, SRCA has adopted a policy of maintaining a workplace free of drugs and alcohol. This policy applies to all employees and other individuals who perform work for SRCA.

The unlawful or unauthorized use, abuse, solicitation, theft, possession, transfer, purchase, sale, or distribution of controlled substances (including medical marijuana), drug paraphernalia, or alcohol by any individual anywhere on SRCA premises, while on SRCA business (whether on SRCA premises or not) or while representing SRCA, is strictly prohibited.

Employees and other individuals who work for SRCA also are prohibited from reporting to work or working while they are under the influence of alcohol or any controlled substances which may impact the employee's ability to perform their job or otherwise pose safety concerns, except when the user is under a licensed medical practitioner's instructions, and the licensed medical practitioner authorized the employee or individual to report to work. However, this exception does not extend any right to report to work under the influence of any drug which may impair an employee's ability to safely and competently perform their job or a positive drug test and includes but is not limited to medical marijuana, Delta 8, Delta 9, prescription drugs, psilocybin, opioids, and benzodiazepines, except as permitted by and under applicable law. Violation of this policy will result in disciplinary action, up to and including termination.

SRCA maintains a policy of non-discrimination. It will endeavor to make reasonable accommodations to assist individuals recovering from substance and alcohol dependencies and those who have a medical history that reflects treatment for substance abuse conditions. However, employees may not request accommodation to avoid discipline for a policy violation. We encourage employees to seek assistance before their substance abuse or alcohol misuse renders them unable to perform the essential functions of their jobs or jeopardizes the health and safety of any SRCA employee, including themselves. For further information, please refer to the School's ADA policy.

Employees must notify the Head of School within five calendar days if they are charged with, plead guilty to, or are convicted of a criminal drug or alcohol-related violation.

All employees are advised that full compliance with the preceding policy shall be a condition of employment at SRCA.

Any employee who violates the preceding drug-free workplace policy described above shall be subject to discipline up to and including immediate termination.

At the discretion of SRCA, any employee who violates the drug-free workplace policy may be required, in connection with or in place of disciplinary sanctions, to participate to SRCA's satisfaction in an approved drug assistance or rehabilitation program.

To maintain a drug-free workplace, SRCA has established a drug-free awareness program to educate employees on the dangers of drug abuse in the workplace, our drug-free workplace policy, the availability of any drug-free counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed for violations of our drug-free workplace policy. Such education may include:

1. Distribution of our drug-free workplace policy at the employment interview;
2. A discussion of our policy at the new employee orientation session;
3. Distribution of a list of approved drug assistance agencies, organizations, and clinics;
4. Distribution of published educational materials regarding the dangers of drug abuse;
5. Reorientation of all involved employees in cases in which a drug-related accident or incident occurs;
6. Inclusion of the policy in employee handbooks and any other personnel policy publications;
7. Lectures or training by local drug abuse assistance experts;
8. Discussion by SRCA's safety experts on the hazards associated with drug abuse; and
9. Videotape presentations on the dangers of drug abuse.

Coversheet

Media Policy - 2nd Read (Permanent Approval per policy 2240)

Section:	IX. Policy Committee
Item:	B. Media Policy - 2nd Read (Permanent Approval per policy 2240)
Purpose:	Vote
Submitted by:	
Related Material:	7500 Media Policy v2.pdf 7500 Media Policy (Red).pdf

MEDIA POLICY*Policy Number:* **7500**

All inquiries by the media and outside agencies regarding Shining Rock Classical Academy (School) and its operations must be referred to the Head of School and/or Board Chair to convey a consistent message. Only the Head of School, and/or Board Chair, or a person designated by the Head of School or Board Chair, is authorized to make or approve public statements pertaining to the School or its operations. Anyone speaking in an official capacity shall do so with the best interests of the board, the school system, and the community in mind, rather than as a representative of personal views or opinions. Furthermore, the Head of School and other school employees, when called upon to speak in their official roles, are expected to communicate the position of the school board when addressing legislative, policy, or political matters.

Any employee wishing to write and/or publish an article, paper, or other publication on behalf of the School must first obtain approval from the Head of School and/or Board of Directors before publication. All media utilizing the School name or brand (e.g., logo, mascot, etc.) must have approval from the School's Board of Directors, Head of School or designee and shall be linked to the School's official websites.

MISUSE OF THE BRAND (DEFINED):

The Board of Directors encourages parents and students to voice their concerns. Any concerns you may have must be addressed through appropriate channels as outlined in the Student/Family Handbook. This includes speaking to the class teacher, the principal, or the Board of Directors, so your concerns can be dealt with fairly, appropriately, and effectively for all concerned. We consider using social media websites to fuel campaigns and complaints against the School, board, staff, students, and, in some cases, other parents, not in the best interests of the children or the whole school community.

In the event that any staff member, pupil or parent/guardian of a child/ren being educated at the School is found to be posting libelous or defamatory comments on Facebook or other social network sites, they will be reported to the appropriate 'report abuse' section of the network site and may be disinvited or otherwise prohibited from the School's official social media pages, including Facebook.

All social network sites have clear rules about the content that can be posted on the site, and they provide robust mechanisms to report content or activity that breaches these rules. The School will also expect any parent/guardian or pupil to immediately remove such comments.

In serious cases, the School will also consider its legal options to deal with any such misuse of school managed social networking and other sites. Additionally, and perhaps more importantly, is the issue of cyberbullying and the use by one child or a parent to publicly humiliate another by inappropriate social network entry in the public domain. We will deal with this as a serious incident of school bullying in accordance with the student/parent employee handbook and any other school policies.

We may take any of the following steps if a parent/guardian or visitor does not follow the policy:

1. Request a parent meeting on campus.
2. Ban the parent from campus for a period of time.
3. Contact the appropriate authorities.

Parents or visitors who receive consequences based on their behavior shall follow the School's grievance process as set out in this Handbook or any other policy established by the School. Students engaged in such activity will be addressed in accordance with this Handbook and any other applicable policies. We trust that parents/guardians and visitors will assist our school with implementing this policy, and we thank you for your continued support.

Nothing in this policy is intended or should be construed to interfere with or infringe upon any rights, obligations, or responsibilities under state or federal law, including but not limited to free speech rights. Furthermore, nothing in this policy is intended or should be construed to discourage or interfere with any individual's right or decision to participate in a proceeding with any appropriate federal, state, or local government agency, or to prohibit any individual from cooperating with any such agency in its investigation.

Adopted: August 2025

MEDIA POLICY

Policy Number: **7500**

All inquiries by the media and outside agencies regarding Shining Rock Classical Academy (School) and its operations must be referred to the Head of School and/or Board Chair to convey a consistent message. Only the Head of School, and/or Board Chair, or a person designated by the Head of School or Board Chair, is authorized to make or approve public statements pertaining to the School or its operations. Anyone speaking in an official capacity shall do so with the best interests of the board, the school system, and the community in mind, rather than as a representative of personal views or opinions. Furthermore, the Head of School and other school employees, when called upon to speak in their official roles, are expected to communicate the position of the school board when addressing legislative, policy, or political matters.

Any employee wishing to write and/or publish an article, paper, or other publication on behalf of the School must first obtain approval from the Head of School and/or Board of Directors before publication. All media utilizing the School name or brand (e.g., logo, mascot, etc.) must have approval from the School's Board of Directors, Head of School or designee and shall be linked to the School's official websites.

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In the event that any staff member, pupil or parent/guardian of a child/ren being educated at the School is found to be posting libelous or defamatory comments on Facebook or other social network sites, they will be reported to the appropriate 'report abuse' section of the network site and may be disinvited or otherwise prohibited from the School's official social media pages, including Facebook.

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In serious cases, the School will also consider its legal options to deal with any such misuse of **school managed** social networking and other sites. Additionally, and perhaps more importantly, is the issue of cyberbullying and the use by one child or a parent to publicly humiliate another by inappropriate social network entry **in the public domain**. We will deal with this as a serious incident of school bullying in accordance with the student/parent employee handbook and any other school policies.

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Adopted: August 2025

Coversheet

Attendance Policy, Remote Attendance Policy

Section:	IX. Policy Committee
Item:	C. Attendance Policy, Remote Attendance Policy
Purpose:	Vote
Submitted by:	
Related Material:	4415 Attendance Promotion Standards 2025D.pdf 4415 Remote Attendance Policy 2025 (Redline).pdf 4415 Remote Attendance Policy 2025 .pdf 4410 Student Attendance 2025x.pdf

ATTENDANCE PROMOTION STANDARDS

Policy Number: 4415

Regular school attendance is of crucial importance for educational achievement. The learning experiences that occur in the classroom are essential components of the learning process and time lost from class tends to be irretrievable in terms of opportunity for instructional interaction. Students should attend school every day, and the responsibility for regular attendance resides with the parents/guardians and the individual student. If a parent fails to assure the child's attendance at school, the parent may be prosecuted for violating the compulsory attendance law.

For the purpose of grade promotion, students must be in attendance in compliance with this policy. This policy does not recognize the causes or differentiation of absence types.

For students to be compliant, they must be in attendance the greater of 160 days or 90% of the total school calendar days.

A parent-teacher conference is required at absence 10 or at any point deemed as needed by one of the student stakeholders.

Students who exceed the allowed number of absences may be subject to retention of grade.

Student Due Process

The ultimate goal is for students to be granted credits or grade promotion when these are earned. It is understood that there will be factors that occur beyond the scope of control of the student that could impact this goal. Students are encouraged to participate in any stakeholder meeting involving their attendance.

Student Attendance Plan (SAP)

When students have documented absence concerns, the first required action is the development of a Student Attendance Plan (SAP). Each SAP must:

- Be developed collaboratively with at least a parent/guardian, teacher, and student when possible.
- Include a plan for credit recovery as appropriate.
- Be distributed upon completion to the parent/guardian and front office.
- Be regularly reviewed by the original collaborators. The review shall take place at least within every 6 weeks from development.

Retention Team Hearing

Prior to a retention in K-8 or incomplete in high school being assigned there must be a Retention Team hearing to make a recommendation. The Retention Team shall consist of three staff members that meet the following criteria:

- Homeroom teacher or teacher of the course effected.
- A randomly selected classroom teacher that does not provide instruction to the student.

- A randomly selected staff from a pool of electives teacher, office staff, or teacher assistant.

The hearing will be scheduled with at least a 3-day notice to parents and within 10 days before or after the end of the semester or school year. The hearing will consider documented attendance, parent provided information, and information relevant to the student attendance from the school nurse, counselor, or any other professional with insight on the student.

At the conclusion of the hearing, the Retention Team shall make a written non-binding recommendation to the Head of School either Retain/Deny Credit or Promote/Award Credit. The Head of School will take the recommendation and decide the outcome with notification sent to parent/guardian within 48 hours. The decision by the Head of School shall be final.

The Retention Team recommendation and Head of School decision shall be added to the student's permanent record.

Revised: August 2025

REMOTE ATTENDANCE*Policy Number:* **4405-4415**

The State of North Carolina requires school attendance by every child in the State between the ages of 7 (or younger if enrolled) and 16. Students, parents, and school personnel are encouraged to recognize their individual responsibilities governing the attendance of children in school.

A. Policy Alignment

All terms and procedures within this policy supplement Policy 4410: Attendance. This policy shall apply when on-site attendance is restricted when:

1. a school facility is unavailable;
2. there is inclement weather;
3. there is a pandemic, epidemic, or locally impactful medical event;
4. a student is absent due to a pre-approved absence as defined in Policy 4410 (in such case, this policy addresses such individual student);
5. recommended by the school-based behavior team for the safety of the student or others;
6. there is any other activity or condition making on-campus learning for some or all students impractical as determined by the school administration and/or the school board;

B. Daily Attendance

Pathways to being considered present for a student shall be a demonstration of any of the following:

1. Digitally connected in the on-line instructional setting via:
 - a. Participation in a school on-line offering.
 - b. Parent or student connecting via email, text, or phone to review content.
2. Completing of assignments on-time as follows:
 - a. Daily and weekly assignments will be submitted within the time allowed by the teacher or
3. A combination of both

A student who participates in remote schooling consistent with this policy, shall be counted present for attendance purposes, similarly to as a student participating on campus.

C. Tardy Exclusion

For the purpose of distance learning, students may only be measured as Present or Absent.

Initial Attendance

Attendance by a student participating in remote learning pursuant to this policy shall preserve that student's active enrollment status. Attendance in a remote setting will be treated the same as on the physical campus for all legal purposes involving:

- a. Truancy
- b. Determining initial enrollment
- c. Determining final enrollment

Extra-Curricular and Field Work Acknowledgment

By receiving instruction under the Remote Instruction Exception clause of this and policy 4410, students are waiving the opportunity to participate in SRCA sponsored extra-curricular events such as sports, clubs, and social events. Further, students will be provided **with** alternative assignments in ~~the~~ place of field work activities. **Students are expected to participate in experiential opportunities that are digitally based.**

Student Appeal for Participation

If a student seeks to participate in either in-person field work activities, they or guardian must submit a written request to the Head of School 72 hours prior to the first payment/permission form deadline.

If a student seeks to participate in a competitive sport, the student or guardian must submit a written request to the Head of School 72 hours prior to the 1st practice. A student requesting to participate must meet all other eligibility requirements for consideration.

The Head of School will decide to Approve, Approve Conditionally, or Deny each request. The decision of the Head of School will be final.

~~Students may:~~

- ~~a. Participate in experiential opportunities that are digitally based~~
- ~~b. Request in writing to the Head of School to participate in field work activities. This request must be received 72 hours prior to the payment/permission form deadline.~~
- ~~c. Request in writing to the Head of School to participate in a competitive sport. This request must be received 72 hours prior to the 1st practice and the student must meet all other athletic requirements.~~

Approved: 07/2020

Revised: 12/2024, 06/2021

REMOTE ATTENDANCE*Policy Number:* **4415**

The State of North Carolina requires school attendance by every child in the State between the ages of 7 (or younger if enrolled) and 16. Students, parents, and school personnel are encouraged to recognize their individual responsibilities governing the attendance of children in school.

A. Policy Alignment

All terms and procedures within this policy supplement Policy 4410: Attendance. This policy shall apply when on-site attendance is restricted when:

1. a school facility is unavailable;
2. there is inclement weather;
3. there is a pandemic, epidemic, or locally impactful medical event;
4. a student is absent due to a pre-approved absence as defined in Policy 4410 (in such case, this policy addresses such individual student);
5. recommended by the school-based behavior team for the safety of the student or others;
6. there is any other activity or condition making on-campus learning for some or all students impractical as determined by the school administration and/or the school board;

B. Daily Attendance

Pathways to being considered present for a student shall be a demonstration of any of the following:

1. Digitally connected in the on-line instructional setting via:
 - a. Participation in a school on-line offering.
 - b. Parent or student connecting via email, text, or phone to review content.
2. Completing of assignments on-time as follows:
 - a. Daily and weekly assignments will be submitted within the time allowed by the teacher or
3. A combination of both

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Initial Attendance

Attendance by a student participating in remote learning pursuant to this policy shall preserve that student's active enrollment status. Attendance in a remote setting will be treated the same as on the physical campus for all legal purposes involving:

- a. Truancy
- b. Determining initial enrollment
- c. Determining final enrollment

Extra-Curricular and Field Work Acknowledgment

By receiving instruction under the Remote Instruction Exception clause of this and policy 4410, students are waiving the opportunity to participate in SRCA sponsored extra-curricular events such as sports, clubs, and social events. Further, students will be provided with alternative assignments in place of field work activities. Students are expected to participate in experiential opportunities that are digitally based.

Student Appeal for Participation

If a student seeks to participate in either in-person field work activities, they or guardian must submit a written request to the Head of School 72 hours prior to the first payment/permission form deadline.

If a student seeks to participate in a competitive sport, the student or guardian must submit a written request to the Head of School 72 hours prior to the 1st practice. A student requesting to participate must meet all other eligibility requirements for consideration.

The Head of School will decide to Approve, Approve Conditionally, or Deny each request. The decision of the Head of School will be final.

Approved: 07/2020

Revised: 12/2024, 06/2021

STUDENT ATTENDANCE*Policy Number:* **4410x**

At SRCA, every day is essential to the learning process; therefore, we encourage every student to be at school every day. Students are responsible for collecting and making up any work they missed while out of school. Students or parents may arrange to pick up work missed during an absence after they return.

Absences are considered Excused Absences in accordance with State law and will be excused for the following reasons:

1. Illness/Injury
2. Quarantine
3. Death of an immediate family member
4. Medical or dental appointments (a note from the doctor/dentist office is required to verify the appointment)
5. Court proceedings
6. Religious observance
7. Participation in a valid educational opportunity, such as travel or service as a legislative or Governor's page, with prior approval from Head of School or Director
8. Visitation with the student's parent or legal guardian if the student is not identified as at risk of academic failure because of unexcused absences and the student's parent or legal guardian (a) is an active duty member of the uniformed services, and (b) has been called to duty for, is on leave from, or has immediately returned from deployment to a combat zone or combat support posting.
9. Inclement weather

Absences must be documented to be considered excused. Please do your best to inform the school of your child's absence by emailing your child's teacher by 9:00 am. At any point in the year that a student's excused absences are for an illness or injury, the Head of School may require a statement from the student's physician to excuse future absences. This action will automatically be recorded within Infinite Campus. Absences will be considered Unexcused if a student misses school for any other reason or if the proper documentation is not provided within 6 days of the absence. Absences will be handled in the following manner:

Number of Absences	Follow Up
Six (6)	Communication from Data Manager or Counselor
Ten (10)	Communication from Director
Fifteen (15)	Meeting with Director
Twenty (20)	Meeting with Director, Counselor, and Head of School

Regular and consistent attendance for all students is required. In addition to a minimum academic grade of 60, teachers may include attendance as a component of students' grades to receive credit for a course. However, no student shall receive a failing grade based solely on attendance. Any student who has more than 4 unexcused absences per semester, may be required to complete additional assignments to be granted credit for the course. In addition, students may not be permitted to make up assignments missed due to unexcused absences.

Students will be considered present for the day according to the following times, depending upon their grade level:

Grades K-8: Arrive before 1130AM or leave for early dismissal after 1130AM

Grades 9-12: Arrive before 1145AM or leave for early dismissal after 1145AM

A. Remote Instruction Exception

Certain situations will require that a student learn remotely. When this occurs, student attendance will fall under Policy 4405: *Remote Attendance Policy*.

For a student to be considered for attendance under Policy 4405, one of the following must apply:

- a. The student is not allowed on campus for more than 3 days due to an illness or exposure as determined by the SRCA school nurse
- b. A guardian of the student provides a waiver signed by a Nurse Practitioner (NP), Physician Assistant (PA), or Physician (MD) stating that the student is unable to function in a public setting due to the fragility of themselves or a domiciled family member
- c. The student qualifies with one of the exceptions defined in Policy 4405, Section A.

B. Extracurricular Participation

Students must be in attendance and counted present for the instructional day to participate in any extracurricular activities. This includes but is not limited to competition, practice, and organizational meetings. Students attending remotely are not eligible to participate without prior written approval by the Head of School and club sponsor or athletic director.

Coversheet

Paid Parental Leave Renewal

Section:	IX. Policy Committee
Item:	D. Paid Parental Leave Renewal
Purpose:	Vote
Submitted by:	
Related Material:	6350 Paid Parental Leave 25.pdf

PAID PARENTAL LEAVE

Policy Number: **6350**

Purpose

This policy establishes guidelines for providing paid parental leave to eligible employees of Shining Rock Classical Academy in accordance with North Carolina General Statute 126-8.6 and related legislation.

Eligibility

This policy applies to all eligible employees of Shining Rock Classical Academy. To be eligible for paid parental leave, an employee must:

- a. Be employed in a permanent, probationary, or time-limited position (temporary employees and independent contractors are not eligible).
- b. Have been employed by Shining Rock Classical Academy for at least 12 consecutive months without a break in service.
- c. Have been in "pay status" for at least 1,040 hours within the previous 12-month period.
- d. Meet the criteria established by the Family and Medical Leave Act (FMLA).

Qualifying Events

Paid parental leave is available for the following events:

- a. Birth of a newborn biological child
- b. Placement of a newly adopted child
- c. Placement of a newly fostered child
- d. Legal placement of a child under the age of 18 (e.g., through guardianship)

Leave Duration

The duration of paid parental leave varies based on employment status and the nature of the qualifying event:

Full-Time Employees:

- Birthing Parent: 8 weeks
- Non-Birthing Parent: 4 weeks
- Adoptive/Foster/Legal Guardian Placement: 4 weeks

Part-Time Employees:

- Birthing Parent: 4 weeks
- Non-Birthing Parent: 2 weeks
- Adoptive/Foster/Legal Guardian Placement: 2 weeks

Part-time employees' leave will be prorated based on their regular weekly schedule compared to a full-time position.

Use of Leave

- a. Paid parental leave must be used within 12 months following the qualifying event.
- b. An employee may only use this benefit once in a 12-month period.
- c. Both parents are entitled to take leave, even if they both work for Shining Rock Classical Academy.
- d. Paid parental leave runs concurrently with FMLA leave, provided the school gives the required notice.
- e. The use of sick leave for childcare must be for consecutive workdays during the first 12 months after the birth or placement of the child unless the school employee and Shining Rock Classical Academy agree otherwise.

Pay During Leave

Paid parental leave will be compensated at 100% of the employee's regular "straight time" pay. It does not include additional pay for overtime.

Notice Requirements

Employees are requested to provide a 10-week notice before using paid parental leave, when possible. Exceptions may be made in cases where such notice is not feasible.

Relationship to Other Leave

Employees are not required to exhaust sick or vacation leave before accessing paid parental leave.

In addition to paid parental leave, employees may use annual leave, personal leave, or leave without pay to care for a newborn child or for a child placed for adoption or foster care.

Employees may use up to 30 days of sick leave to care for a child placed with them for adoption.

Job Protection

Employees who take paid parental leave are entitled to return to the same or equivalent position at the end of their leave period.

Funding

This policy is contingent on continued state funding for the paid parental leave program.

Policy Review

This policy will be reviewed annually and updated as necessary to comply with state regulations and meet Shining Rock Classical Academy's needs.

Effective Date

This policy is effective for qualifying events occurring on or after the approval date by the SRCA Board.

Approved August 2024

Last Annual Review: September 2025

Coversheet

Junior Academy

Section:	X. Other Business
Item:	A. Junior Academy
Purpose:	FYI
Submitted by:	
Related Material:	SRJA Notice of Permanent Closure.pdf



To whom it may concern,

It is with deep sadness and a heavy heart that we inform you that Shining Rock Junior Academy will be permanently closing its doors, effective September 19, 2025.

Should you have any questions or require assistance, please do not hesitate to contact us at: board@srjunioracademy.com

Thank you once again for everything you have done for us over the years.

With heartfelt gratitude,

SRJA Board of Directors