

ADD NEW EMPLOYEE POLICY SECTION 211 AS FOLLOWS:

211. REQUIRED EMPLOYEE TRAINING AND PROTOCOLS

211.1 School-based Mental Health Plan, Training, and Suicide Risk Protocol

Basic Requirements. Pursuant to G.S. 115C-218.75, the School will adopt a mental health plan (“Plan”), including a mental health training program and suicide risk referral protocol according to requirements established by the State Board of Education.

The School shall provide its adopted mental health training program and suicide risk referral protocol to school personnel at no cost to employees. Employees shall receive an initial mental health training of at least six hours and subsequent annual mental health training of at least two hours. The initial mental health training shall occur within the first six months of employment. Subsequent mental health training shall occur in the following school year and annually thereafter. In the discretion of the School, the initial mental health training may be waived in the event an employee completed an initial mental health training at another K-12 school unit. School personnel may meet mental health training requirements in any of the following ways:

- (1) Electronic delivery of instruction*
- (2) Videoconferencing*
- (3) Group, in-person training*
- (4) Self-study*

Minimum Content. The mental health program and model suicide risk referral protocol training shall be provided to school personnel who work with students. The mental health program training shall include, without limitation, the following topics:

- a. Youth mental health*
- b. Suicide prevention*
- c. Substance abuse*
- d. Sexual abuse prevention*
- e. Sex trafficking prevention*
- f. Teenage dating violence*

The model suicide risk referral protocol shall include, without limitation, (a) guidelines on the identification of students at risk of suicide; and (b) procedures and referral sources that address actions that should be taken to address students identified as at risk.

State Auditing and Updates. By September 15 of each year, the School shall report to the Department of Public Instruction on (i) the content of its school-based mental health plan,

including its mental health training program and suicide risk referral protocol, and (ii) its prior school year compliance with mental health planning and training requirements. The School shall update the school-based mental health plan in accordance with any updates provided by the State Board.¹

211.2 Employee Sexual Abuse and Sex-Trafficking Training

Pursuant to N.C.G.S. 115C-375.20, the School will train staff regarding child sexual abuse and sex trafficking awareness and reporting requirements. At least two hours of such training will be offered every even-numbered school year, beginning with the 2020-21 academic year, to all staff who work directly with students. The training, shall include, but not be limited to, 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. This training shall be provided by knowledgeable experts, who may include local nongovernmental organizations, local law enforcement officers, or other court officers.²

Approved by PCCS board

¹ Source: NC Sess. Law 2020-7

² Source: NC Sess. Law 2019-245