



PREPARING STUDENTS  
**FOR LIFE**

Through Academic Achievement · Personal Well-Being · Career Readiness

**BOARD OF EDUCATION  
CINCINNATI, OHIO**

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**PROCEEDINGS**

**BUSINESS MEETING**

**April 10, 2023**

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## REGULAR MEETING

The Board of Education of the City School District of the City of Cincinnati, Ohio, met pursuant to its calendar of meetings in the ILC at the Cincinnati Public Schools Education Center, 2651 Burnet Avenue, Monday, April 10, 2023, at 6:28 p.m., President Lindy in the chair.

## ROLL CALL

Present: Members Bolton, Craig, Jones, Moffett, Moroski, Wineberg, President Lindy (7)

Absent: None (0)

Superintendent Iranetta Wright was present.

## BOARD PRIORITIES

1. **Strategic Planning Process. 3 Month Brd Priorities**
2. **Updating Board By-Laws**
3. **Superintendent Board Relations /Vice President Craig Self-Evaluations**

## SUPERINTENDENT'S UPDATE

**Superintendent:** Magnet School changes: Transportation Eligibility, Boundaries, Requirements, concerns with issues surrounding transportation regarding **Silverton School**.

**Walnut Hills Update: Admission Scores, Summer Scholars, Schedule E, Completion of Construction project at Walnut Hills School. Elimination of Positions, Athletic Events Transportation.**

**Superintendent: Ohio New Fair Funding / Formula and Future elimination of ESSER.**

**Retirements: Theresa Beckham (Remedial Reading Specialist), Beverly Rudisell LPN (Reese Price), Charlotte Williams Student Service Technician. Happy Retirement!**

## HEARING OF THE PUBLIC

1. **Latasha Fields-** Family of a 4<sup>th</sup> grade student at **Pleasant Hill** concerned with the student's lesson **plan and IEP**.
2. **Sylvia Nelson-** Proficiency Levels at the High Schools in **CPS**.
3. **Sally Grimes (Executive Director)** - activities beyond the classroom **ABC program benefits**. Improving student outcomes. The history w/ **ABC & CPS** and how successful the working relationship has been throughout the years.
4. **Gilda Vargus-Adams** – Concerned with Health School Start times.
5. **Laura Moore (Attendance Support Specialist)** - The importance of job elimination the importance of her position.
6. **Sharon Mc Cafferty-** had some concerns regarding strategic planning. Offered her opinion regarding the future plans.
7. **Beth Wilson – Walnut Hills** entry scores and students being accepted in Walnut Hills.
8. **Tara Andrews-** Safety concerns regarding **Woodward High School**. Faculty and staff not responding to concerned parents.
9. **Online: Sara Stewart (Fairview Parent)** The importance of keeping the **Reading Specialist**.
10. **Karey Kinkle – (Walnut Hills Parent)** Concerns regarding entry score at Walnut Hills high School.

**ANNOUNCEMENTS/KUDOS**

**Member Wineberg: Kudos to Josh Hardin (Athletics Manager) and the CPS Basketball players at All Stars game. Highly Successful event.**

**Member Wineberg: Kudos to Means Cameron – for giving back to the students at Gamble Montessori.**

**Member Wineberg: Kudos to Tiana Henry and Scripps Spelling Bee. /GW2 Walnut Hills High School series WHHS BCC Talent.**

**Dr. Moffett: Kudos to Central State University hosting an event at Woodard High School. 3 students received scholarship money. Thank you to the president and Staff from Central State University.**

**Member Moroski: Announcements – Proper Identification to vote in the State of Ohio in Cincinnati Public School.**

Dr. Moffett motioned to move up the Kudos on the agenda Mbr. Moroski seconded.

Ayes: Members Bolton, Jones, Moffett, Moroski, Wineberg, President Lindy (6)

Noes: Craig (1)

**MINUTES APPROVED**

President Lindy moved and Vice President Craig moved Member Wineberg seconded that the minutes of the following meetings be approved without reading, copies of said minutes having been distributed to members and made available to the public and news media on April 10, 2023

Special Meeting- March 06, 2023

Business Meeting - March 06, 2023

Member Jones: motions and Dr. Moffett seconded

Passed viva voice.

President Lindy declared the motion carried.

Ayes: Members Bolton, Craig, Jones, Moffett, Moroski, Wineberg, President Lindy (7)

Noes: None

**COMMITTEE REPORTS**

1. Audit Committee – March 1, 2023
2. Student Achievement and District Instructional Performance Committee of Whole March 15, 2023
3. Policy and Equity Committee – March 17, 2023
4. Budget, Finance and Growth Committee- March 17, 2023
5. Health and Safety Committee- March 20, 2023
6. Ad Hoc Attendance Boundaries Committee- March 23, 2023

Vice President Craig motions and Member Jones seconded

Passed viva voice.

Ayes: Members Bolton, Craig, Jones, Moffett, Moroski, Wineberg, President Lindy (7)

Noes: None

**CINCINNATI PUBLIC SCHOOLS****A RESOLUTION HONORING DR. O'DELL M. OWENS**

**WHEREAS**, the Cincinnati Public Schools and the Cincinnati community lost a valued leader, innovative medical practitioner, community servant, devoted husband and parent, and strong voice for social change through health and education with the passing of O'dell Moreno Owens, M.D., M.P.H on November 23, 2022; and

**WHEREAS**, Dr. Owens, was a Cincinnati Public Schools alum, graduating from Woodward High School and later attending Yale University School of Medicine graduating with an M.D. and a master's degree in Public Health; and

**WHEREAS**, Dr. Owens, was a strong advocate for children and an esteemed partner of Cincinnati Public Schools as one of the Board of Education's appointed members of the Preschool Promise Board of Managers where he was serving as Board Chair; and

**WHEREAS**, Dr. Owens, was a groundbreaker and impacted the community in various roles that include Cincinnati's first reproductive endocrinologist and Hamilton County's first African-American Coroner; and

**WHEREAS**, Dr. Owens, a former President of Cincinnati State Technical and Community College, believed in higher education as a means for youth to improve their lives and circumstances positively; and

**WHEREAS**, Dr. Owens, never failing to use his medical expertise as means for community impact, recently served as the as medical director and interim health commissioner of the Cincinnati Health Department and later as the President and CEO of Interact for Health, where he was committed to improving the health of Cincinnati by championing important public health initiatives; and

**WHEREAS**, Dr. Owens touched the lives of everyone fortunate to know him because of his leadership, innovation, and compassion;

**NOW THEREFORE BE IT RESOLVED**, that the Board of Education honors Dr. Owens and his contributions to the community and to Cincinnati Public Schools and the Board extends its sincerest condolences to his wife and CPS teacher Marchelle, his children, family, friends, and the innumerable people he impacted through his life and work.

Member Bolton motions and Member seconded Moroski

Ayes: Members Bolton, Craig, Jones, Moffett, Moroski, Wineberg, President Lindy (7)

Noes: None

**CINCINNATI PUBLIC SCHOOLS****A RESOLUTION APPROVING STUDENTS ELIGIBLE FOR SUBSIDY  
(REIMBURSEMENT IN LIEU OF TRANSPORTATION)****FOR THE 2022-2023 SCHOOL YEAR**

**WHEREAS**, the Cincinnati City School District has identified an additional four (4) pupils, bringing the total to seven hundred and fifty (750), to be residents of this school district and eligible for transportation services; and

**WHEREAS**, after a careful evaluation of all available options, it has been determined that it is impractical to provide transportation for these students to their selected schools; and

**WHEREAS**, the following factors as identified in Ohio Revised Code 3327.02 have been considered on a student-by-student basis:

1. The time and distance required to provide the transportation
2. The number of pupils to be transported
3. The cost of providing transportation in terms of equipment, maintenance, personnel, and administration
4. Whether similar or equivalent service is provided to other pupils eligible for transportation
5. Whether and to what extent the additional service unavoidably disrupts current transportation schedules
6. Whether other reimbursable types of transportation are available; and

**WHEREAS**, the option of offering payment in lieu of transportation is provided in Ohio Revised Code:

**NOW THEREFORE BE IT RESOLVED**, that the Cincinnati Board of Education, in accordance with ORC 3327.2 and Board Policy 8600.02, declares an additional four (4) pupils, bringing the total to seven hundred and fifty (750) pupils impractical for transportation; and

**BE IT FINALLY RESOLVED**, that the Cincinnati Board of Education approves the declaration of impractical to transport for the identified students for the 2022-2023 school year.

Member Wineberg motions and Member Dr. Moffett seconded

Ayes: Members Bolton, Craig, Jones, Moffett, Moroski, Wineberg, President Lindy (7)

Noes: None

**RECOMMENDATIONS  
SUPERINTENDENT OF SCHOOLS  
CINCINNATI PUBLIC SCHOOLS**

**RECOMMENDATION 1 – CERTIFICATED PERSONNEL**

- A. DEATH**
- B. RETIREMENT**
- C. RESIGNATION**
- D. APPOINTMENT**
- E. CHANGE IN STATUS**
- F. ADJUSTMENT OF SALARY**
- G. ADJUSTMENT OF TIME**
- H. ADDITIONAL ASSIGNMENT**

**RECOMMENDATION 2 - CIVIL SERVICE PERSONNEL**

- A. RETIREMENT**
- B. RESIGNATION**
- C. APPOINTMENT**
- D. PROMOTION**
- E. CHANGE IN STATUS**

**RECOMMENDATION 3 – SUMMER SCHOLARS PROFESSIONAL DEVELOPMENT**

**RECOMMENDATIONS  
SUPERINTENDENT OF SCHOOLS  
CINCINNATI PUBLIC SCHOOLS**

**RECOMMENDATION 1 – CERTIFICATED PERSONNEL**

The Superintendent regrets to report the death of the following.

**A. DEATH**

Theresa M. Beckman	Teacher – Remedial Reading Specialist	Westwood	March 19
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**B. RETIREMENT**

*(Indicates that the employee’s application for retirement has been approved by STRS, effective the first day of the month. This recommendation is being made because the employee has completed the term of their employment, or due to disability status, or by mutual agreement. There is no mandatory retirement age for employees.)*

The following certificated employees have made application to the Ohio State Teachers Retirement System in accordance with the statutes of the State of Ohio.

Theresa M. Beckman	Teacher – Westwood	Disability Retirement	January 1
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**C. RESIGNATION**

*The effective date is the first working day the employee is no longer providing services to the district. This recommendation is being made because either the employee has completed the term of their employment, or by mutual agreement.)*

Lisa C. Blackford	Teacher – Pleasant Ridge	Relocation	August 1
Judith R. Diekmeyer	Class II Long Term Sub	Personal Reasons	March 20
Claire A. James	Class III Substitute Teacher	Study	March 27
Jennifer Lewis-Thornton	Teacher – Western Hills	Relocation	June 5
Christopher L. Mobley	Class III Substitute Teacher	Other Employment	March 20
Zakiya Phillips	Teacher – Pleasant Ridge	Other Employment	August 1
Madalin Scally	Teacher – Gamble ES	Personal Reasons	May 30
Angelique N. Woodward	Teacher – AWL	Other Employment	April 1



**RECOMMENDATION 1 – CERTIFICATED PERSONNEL – (cont.)**

**D. APPOINTMENT**

*Marks the beginning of service for newly appointed employees. Personnel actions such as transfers, promotions, changes in status may occur once an individual is appointed.)*

The Superintendent recommends approval of the appointment of the following for the 2022-23 school year, subject to the possession of a teaching certificate as required by Section 3319.30 of the Ohio School Code and/or the Policies of the Cincinnati Board of Education. Salary is in accordance with the salary schedule. Funding is from the General Fund. Effective date as indicated.

Long Term Substitute Teacher – Class VI

Summer J. Reece	\$52,787.47	Hospital/Satellite Program	April 1
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Substitute Teacher – Class III – \$138.38 daily

Sean P. Bailey	April 11	Frederick C. Moore	April 11
Juliah Crepage	April 11	Brendan P. Reedy	April 11
Margaret M. Groeber	April 11	Jonathan A. Schramm	April 11
Jenia L. Howard	April 11	Peggy St. Clair	April 11
Rachel K. Levien	April 11		

Substitute Teacher Retiree – \$136.41 daily

Randy S. Swantko	March 21
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The following persons are recommended to perform responsibilities as assigned. Funding is from the General Fund. Effective date as indicated.

Stephanie H. Morton	Variable	Sub Administrator/Retiree	March 10
Suzanne Sexton	Variable	Sub Administrator .4 FTE	February 17

**E. CHANGE IN STATUS**

*(A movement from one position to another, but not considered a promotion.)*

The Superintendent recommends approval of a change in status for the following. Funding is from the General Fund and (\*) denotes other than General Fund. Effective date is as indicated.

Long Term Substitute Teacher – Class VI

Ronald L. Jackson	\$60,039.18	Roberts	From: Class III Sub	January 30
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Long Term Substitute Teacher – Class V

Manju Gupta	\$84,366.47	Clifton	From: Class VI Sub	February 8
Marc W. Katz	55,489.05	Roll Hill	Sub Retiree	January 3

## RECOMMENDATION 1 – CERTIFICATED PERSONNEL – (cont.)

E. CHANGE IN STATUS – (cont.)Long Term Substitute Teacher – Class IV

Sonia Y. Delaine	\$81,667.57	Cheviot	From: Sub Retiree	April 3
Marsha L. Nowell	57,340.28	LEAP	Class VI Sub	January 24
Charlene Walker	52,787.47	Woodford	Class VI Sub	February 10

Long Term Substitute Teacher – Class III

Michael Lindley	\$49,079.77	Clark	From: Class VI Sub	October 24
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Long Term Substitute Teacher – Class II

Demarco M. Bradley	\$74,642.98	Taft HS	From: Class III Sub	February 14
Priscilla H. Elgersma	48,269.02	Sands	Class III Sub	January 3
Skye Foggie	48,269.02	Winton Hills	Class III Sub	December 5
Adam R. Greenlee	48,269.02	Taft HS	Class III Sub	March 6
Hope Griswold	48,269.02	Western Hills	Class VI Sub	January 30
April B. Martin	48,269.02	Cheviot	Class III Sub	January 9
Dante D. Payne	48,269.02	Dater HS	Class VI Sub	March 4
Erica D. Sanderson	48,269.02	Ethel M. Taylor	Class III Sub	January 14
Mamadou Seck	48,269.02	Aiken	Paraprofessional	March 13
Selena M. Taylor	48,269.02	Woodford	Class III Sub	March 16
Valarie A. Torbert	48,269.02	Roberts	Class III Sub	February 10

Substitute Teacher – Class VI

Alex R. Bennett	\$30,801.12	Spencer	From: Class III Sub	April 11
Manja Gupta	30,801.12	Clifton	Class V Long Term	April 17
Michael Lindley	24,631.64	Clark	Class III Long Term	December 17
Rebecca S. Robinson	30,801.12	AWL	Class III Sub	April 11

Substitute Teacher – Class III

James E. Boyd Jr.	\$138.38 daily	Daily Sub	From: Class II Long Term	April 18
Priscilla H. Elgersman	138.38 daily	Daily Sub	Class II Long Term	April 4
Eric T. Fay	138.38 daily	Daily Sub	Class II Long Term	April 15
Skye Foggie	138.38 daily	Daily Sub	Class II Long Term	January 27
Carsen Gerome	138.38 daily	Daily Sub	Class II Long Term	April 15
Shannell Herbert	138.38 daily	Daily Sub	Class II Long Term	April 15
Ronald L. Jackson	138.38 daily	Daily Sub	Class VI Long Term	April 4
Jonessa M. Moore	138.38 daily	Daily Sub	HS Basketball Coach	April 11
Erica D. Sanderson	138.38 daily	Daily Sub	Class II Long Term	April 5

Substitute Teacher Retiree

Marc W. Katz	\$136.41 daily	Daily Sub	From: Class V Long Term	April 15
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## RECOMMENDATION 1 – CERTIFICATED PERSONNEL – (cont.)

### **F. ADJUSTMENT OF SALARY**

*(Occurs when an employee presents documentation of additional training or experience credit.)*

The Superintendent recommends an adjustment of salary for the following persons based on degree or additional credit as indicated. Salary is in accordance with the salary schedule. Funding is from the General Fund. Effective date is as indicated.

#### Teacher – Class VI – (Master’s Degree 45 plus semester hours)

Nick Bohlen	To:	\$88,921.90	From:	\$81,667.57	January 1, 2023
Kelly Bullock		88,921.90		84,366.47	January 15, 2023
Erica A. Eyrich		88,921.90		84,366.47	January 15, 2023
Daryl B. Goldstein		106,704.36		98,933.49	September 25, 2022
Samuel W. Guilford		97,148.10		89,893.74	August 12, 2022
Mariah M. Lee		88,921.90		84,366.47	January 1, 2023
Tara J. Porczak		88,921.90		84,366.47	September 25, 2022
Martin A. Reed		76,560.22		69,308.50	January 15, 2023
Jennifer S. Smith		102,600.35		97,910.97	December 4, 2022
Carrie B. Wendel		73,243.31		68,690.53	August 28, 2022

#### Teacher – Class V – (Master’s Degree plus 30 semester hours)

Jeanna M. Beltsos	To:	\$79,848.02	From:	\$77,146.47	January 1, 2023
Jonathan Breen		84,366.47		81,667.57	November 6, 2022
Kenneth R. Dressler		68,690.53		65,991.63	December 18, 2022
Nicholas S. Fiorelli		84,366.47		81,667.57	November 20, 2022
Donald J. Hess		89,365.57		86,664.01	December 4, 2022
Terry J. Judepohl		92,595.30		89,893.74	January 15, 2023
Karen Rost		84,366.47		81,667.57	November 6, 2022
Lindsey S. Stelzer		84,366.47		81,667.57	November 6, 2022

#### Teacher – Class IV – (Master’s Degree)

Alexia M. Argast	To:	\$63,097.28	From:	\$58,967.04	January 29, 2023
Taylor J. Moore		63,097.28		58,153.63	January 29, 2023
Gregory M. Partin		60,234.62		56,495.21	January 1, 2023

### **G. ADJUSTMENT OF TIME**

*(Provides for an increase or decrease in the percentage of time a certificated employee performs his/her duties.)*

The Superintendent recommends an adjustment of time for the following. Funding is from the General Fund. Effective date as indicated.

#### Teacher – Class III – (Bachelor’s Degree 150 plus semester hours)

Leslie J. Kubicki	To:	1.0 FTE	From:	0.5 FTE	January 18, 2023
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## RECOMMENDATION 1 – CERTIFICATED PERSONNEL – (cont.)

### **H. ADDITIONAL ASSIGNMENT**

*(Provides for employment of personnel beyond the work day or contractual work period, and administrators beyond assigned work period. Examples: workshops, evening school teaching, club sponsorship, coaching, curriculum writing.)*

The Superintendent recommends approval of the following additional assignments. Assignment is subject to the possession of appropriate certification and licensure as required by the Ohio Revised Code and/or Policies of the Cincinnati Board of Education. Salary is in accordance with the salary schedule as indicated. Funding is from the General Fund and (\*) denotes other than General Fund.

#### **Teacher - \$40.71 per hour (extended employment rate)**

##### Monitor and Respond to Gaggle Calls – Culture & Safety – (Title IV-A)

Renita V. Brooks*	37.5 hours	Morgan T. Taylor*	37.5 hours
Michelle R. Christian*	37.5 hours	Melissa R. Tucker*	37.5 hours
William M. Harris*	37.5 hours	Rashaan J. Williams*	37.5 hours
Sarah R. Madrigal*	37.5 hours	Jasmine N. Wright*	37.5 hours

##### Complete Credit Audits for Students Experiencing Homelessness – Project Connect – (ESSER)

Amanda Bardo*	2 hours	Victoria D. Lewellyn*	2 hours
Emily G. Gerhardt*	2 hours	James F. Loomis*	5 hours
Cynthia A. Gray*	8 hours	Meghan M. Robinson*	6.5 hours
Leslie Hattemer*	12 hours	Monique S. Screws*	26 hours
Hannah L. Held*	4 hours	Priscilla S. Tamankag*	10 hours
Jennifer L. Janutolo*	5 hours	Molly M. Tannehill*	10 hours
Becky J. Junewick*	1 hour	Morgan T. Taylor*	2 hours
Raelyn Klusmeyer*	2 hours	Melissa R. Tucker*	30 hours
Karen J. Kuhn*	4 hours		

##### Create Materials & Revise Evaluation for Education Support Personnel – Teacher Mentoring

Audrey A. Coaston-Shelton	8 hours	Natasha N. Taylor	8 hours
Christine E. Miller	8 hours	LaTosha D. Wright	8 hours
Marsha A. Piphus	8 hours		

##### English as a Second Language High School Curriculum Design – ESL – (Title III)

Sarah E. Bates*	15 hours	Ariel M. Hemphill*	15 hours
Dana Dahleh*	15 hours	Maria L. Hidalgo*	15 hours
Elizabeth L. Faulhaber*	15 hours	Milagros P. Ortiz*	15 hours
Lalainya Goldsberry*	15 hours	Rachel R. Von Holle*	15 hours

**RECOMMENDATION 1 – CERTIFICATED PERSONNEL – (cont.)**

**H. ADDITIONAL ASSIGNMENT** – (cont.)

**Teacher - \$40.71 per hour (extended employment rate)** – (cont.)

Assist with Recruiting & Interviewing at CPS Job Fairs – Talent

Jenifer L. Ambrosius	65 hours	Ariel M. Hemphill	20 hours
Ronnie D. Bass	20 hours	Shelley L. Hilderbrand	15 hours
Sandra Bennett-Poettker	10 hours	Tammy S. Jackson	15 hours
Sarah E. Boeres	15 hours	Stacey L. Jones	20 hours
Kathleen M. Bowden	15 hours	Raymond E. Nephew	10 hours
Amy S. Brubaker	15 hours	Connie J. Noble	15 hours
Cierra T. Burns	15 hours	Rachel W. Price	15 hours
Dana Dahleh	20 hours	Candy A. Rozier	20 hours
Bradford G. Dillman	10 hours	Lillian L. Sims	15 hours
Julie A. Faller	20 hours	Kendra A. Sinkfield	20 hours
Elizabeth L. Faulhaber	15 hours	Rachel R. Von Holle	15 hours
Karissa M. Florimonte	15 hours	Drewe Warndorff	15 hours

Structural Literacy Curriculum Pacing Guides, Lesson Plans, Master Schedule – Mt. Washington  
– (Title I)

Melinda M. Dressell*	7 hours	Marianne E. Schneider*	7 hours
Philip B. Jensen*	7 hours	Gloria A. Thomas*	7 hours
Megan L. Markham*	7 hours	Jennifer R. Williams*	20 hours
Kristi L. May*	7 hours		

**Home Instructor – \$33.19 per hour (extended employment rate)**

Home Instruction for Students with Disabilities – DSS – (IDEA-B)

Kaylynn R. Bowman*	130 hours	Brock Rutledge*	52 hours
Samuel C. Canty*	45 hours	Kelli M. Sunderman*	19 hours
Erica M. Montgomery*	44 hours	Comecko R. Webber*	35 hours

Home Instruction for Students – AMIS

Dawnetta L. Hayes	40 hours
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Home Instruction for Students – Cheviot

Acoria C. Willingham	30 hours
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Home Instruction for Students – Dater HS

Sandi R. Roberts	80 hours
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**RECOMMENDATION 1 – CERTIFICATED PERSONNEL – (cont.)**

**H. ADDITIONAL ASSIGNMENT**

**Home Instructor – \$33.19 per hour (extended employment rate) – (cont.)**

Home Instruction for Students – Fairview

Madison C. Jones 126 hours

Home Instruction for Students – Mt. Washington

Grant K. Stanley 10 hours Heather A. Troth 27 hours

Home Instruction for Students – Rockdale

Phylcia R. N. Bailey 53 hours

Home Instruction for Students – South Avondale – (Title I)

Sarah E. Taylor\* 10 hours

Home Instruction for Students – Western Hills

Carly M. Schwarz 53 hours

Home Instruction for Students – Withrow

Beverly B. Mallory 58 hours Comecko R. Webber 85 hours  
Pamela A. Logan 56 hours

Writing IEP for Home Instruction Assignments – DSS – (IDEA-B)

Kaylynn R. Bowman\* 2 hours

**Teacher (After School Tutor) – \$33.19 per hour (extended employment rate)**

After School Tutoring – Aiken – (Title I)

Michael J. Kraemer\* 98 hours

After School Tutoring – CDA – (Title I)

John W. Breig\* 51 hours S. David Price\* 48 hours  
Herman Daniels\* 6 hours Beverly J. Pryor-Young\* 5.5 hours  
Sharonnade Jones\* 16.5 hours Theresa A. Wessel\* 12.5 hours

**Teacher Tutor - \$19.77**

Tutoring During School Hours – AWL – (Title I)

Roberta A. Merrill\* 87 hours

**RECOMMENDATION 1 – CERTIFICATED PERSONNEL – (cont.)**

**H. ADDITIONAL ASSIGNMENT** – (cont.)

The following teachers are recommended to receive supplemental contracts for the school year 2022-23. Payment will be as provided under the Athletic and Co-curricular Activities of Schedules E and F of the Professional Salary Schedule for the amount shown as maximum salary. Salaries that include a 10% longevity increment are indicated by a number sign (#) and @ indicates 50% time. Funding is from the General Fund. The supplemental limited contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

Athletic and Co-curricular Activities for the school year 2022-23

<u>Name</u>	<u>School</u>	<u>Position</u>	<u>Amount</u>
Paul Frazee	Riverview	HS Asst Varsity Track Coach Girls	\$1,313.97
Caitlin M. Halpin	Western Hills	HS Key Club	745.78
Elizabeth Molleston	Western Hills	HS ESL Club	745.78
Lonie L. Murtland	Sayler Park	ES Intramurals Coach	1,051.16
Joel D. Peck	Western Hills	HS Boxing History Club Advisor	745.78
Allison Quinter	Pleasant Ridge	ES Sprint Sisters Club Advisor	745.78
Tristan G. Rinehart	Aiken	HS Asst Varsity Baseball Coach	1,313.97
Sandi R. Roberts	Dater HS	HS Adventure Club Advisor	745.78

**RECOMMENDATION 2 - CIVIL SERVICE PERSONNEL**

**A. RETIREMENT**

*(Indicates that the employee’s application for retirement has been approved by SERS, effective the first day of the month.)*

The following employees have made application to the School Employees Retirement System in accordance with the statutes of the State of Ohio.

Charlotte Williams      Student Services Technician II      DSS      Retirement      July 1

In the Board proceedings of February 27, 2023 a retirement was approved for Bonnie Rudisell, the name should be corrected to read Beverly Rudisell.

**RECOMMENDATION 2 - CIVIL SERVICE PERSONNEL – (cont.)****B. RESIGNATION**

*(Results from the employee submitting a separation of service form delineating the reason(s) for leaving the district. The effective date is the first working day the employee is no longer providing services to the district.)*

The following resignations have been received to be effective on the dates indicated.

Charles Boyd	Athletics	Personal Reasons	December 15
Loretta Davis	Student Services Assistant	Personal Reasons	March 9
Tania Harmon	Paraprofessional	Other Employment	March 24
Maquita Johnson	Paraprofessional	Other Employment	April 7
Lamar Moss	Security Assistant II	Other Employment	March 24
Michelle Sharp	Paraprofessional	Other Employment	February 22
Wendell Worthen	Paraprofessional	Other Employment	March 24

**C. APPOINTMENT**

The Superintendent recommends the appointment of the following on the dates indicated and at the appropriate rate of pay calculated pursuant to the current salary schedule. These appointments are in compliance with Civil Service Rules and Regulations. Positions involving co-curricular activities were filled in compliance with Section 3313.53 of O.R.C. Funding is from the General Fund, except as otherwise noted by an asterisk (\*).

**School Community Coordinator (Unclassified)**

Stephanie Stier	\$25.59 hr.	Student Service	April 11
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**Senior Support Specialist (Classified)**

Raymond Dunn	\$21.81 hr.	Talent	April 11
Kori Harris	22.74 hr.	John P. Parker	April 11

**Asst. School Community Coordinator (Unclassified)**

Ethan Henderson	\$20.72 hr.	LEAP	April 11
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**Paraprofessional (Unclassified)**

Jordan Buelterman	\$18.21 hr.	Fairview	April 11
Shadell Barkley	17.18 hr.	RSA Cheviot/Westwood	April 24
Maureen Curran	17.18 hr.	Parker Woods	April 24
Jonas Dunham	17.18 hr.	Mt. Washington	April 11
Sallie Elliott	17.95 hr.	North Avondale	April 11
Chericka Gillam	18.21 hr.	Sands	April 24
Alejandra Gonzalez	17.18 hr.	Student Service	April 11
Nyasia Lattimore	18.21 hr.	Rockdale	April 24
Khalil Thomas	17.18 hr.	Parker Woods	April 17



**RECOMMENDATION 2 - CIVIL SERVICE PERSONNEL – (cont.)**

**C. APPOINTMENT** – (cont.)

Security Assistant II (Unclassified)

Cordero Stewart	\$17.45 hr.	Aiken	March 21
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Custodian (Unclassified)

Dayzhanae Abernathy	\$17.05 hr.	Facilities	April 11
Jaquan Clay	17.05 hr.	Facilities	April 11
Cynthia Lowe	17.05 hr.	Facilities	April 17
Marsyal Murphy	17.05 hr.	Facilities	April 11
Kalen Williams	17.05 hr.	Facilities	April 11

Sub. Food Service Helper (Unclassified)

Lynn Garnes	\$15.00 hr.	Student Dining Services	April 11
Amari Phillips	15.00 hr.	Student Dining Services	April 11
Aaliyah Wynn	15.00 hr.	Student Dining Services	April 11

Student Service Assistant (Unclassified)

Tamisha Griffin	\$14.71 hr.	Gamble ES	April 11
Angel Kennedy	14.71 hr.	RSA – Vine	April 11
Tanya Kimble	14.71 hr.	RSA Cheviot/Westwood	April 11
Tempestt Vaughn	14.71 hr.	RSA – Cheviot/Westwood	April 11

Athletic and Co-curricular Activities for the school year 2022-23

Salaries that include a 10% longevity increment are indicated by a number sign (#) and @ at 50%.

Athletic and Co-curricular Activities of Schedules E and F

<u>Name</u>	<u>School</u>	<u>Position</u>	<u>Amount</u>
Gaim S. Dammer	Walnut Hills	HS Head Basketball Coach Boys	\$2,627.90
Christina J. Higgins	Walnut Hills	HS Asst Varsity Basketball Coach Boys	1,751.94@
Teshawn K. Jones	Western Hills	MS Head Baseball Coach	1,576.75
Jessica M. Reiser	Clark	MS Head Basketball Coach Girls	2,627.90
Eric D.V. Richards	Woodward	HS Head Track Coach	2,627.90
Lauren M. Tauber	Clark	HS Athletic Trainer	745.78
Brandon K. White	Clark	MS Head Basketball Coach Boys	2,627.90

**D. PROMOTION**

*(Indicates that the employee is being recommended for a position with greater compensation and responsibilities.)*

The Superintendent recommends approval of a promotion for the following. Funding is from the General Fund, except as otherwise noted by an asterisk (\*).

Communications Specialist – 215 days

Douglas Parker Brown	\$72,000.00	From: Sr. Exec. Secretary	Mktg. & Comm.	April 11
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**RECOMMENDATION 2 - CIVIL SERVICE PERSONNEL – (cont.)**

**D. PROMOTION** – (cont.)

<u>Senior Support Specialist (Classified)</u>			From:		
Vasia Taite	\$21.81 hr.	Aspire	Support Specialist	\$20.15 hr.	April 11
<u>Food Service Helper – (Unclassified)</u>			From:		
Kiara Freeman	\$17.05 hr.	Taft ES	Sub. Food Service	\$15.00 hr.	March 27

That the Superintendent be authorized to sign an MOU with the Cincinnati Federation of Office Professional (CFOP) to resolve the job study requested for Coronda Wilson. The parties agree to the creation of a new job classification and salary scale for the position of Senior IT Coordinator II with retroactive pay for Ms. Wilson to October 2, 2022, the date the job study was completed.

**E. CHANGE IN STATUS**

*(A movement from one position to another, but not considered a promotion.)*

The Superintendent recommends approval of a change in status for the following. Funding is from the General Fund and (\*) denotes other than General Fund. Effective date is as indicated.

<u>Paraprofessional (Unclassified)</u>			From:		
Jessica Boggan	\$18.21 hr.	Kilgour	Substitute Teacher	\$36.01 hr.	March 27
Brandon Parks	17.18 hr.	Kilgour	Security Assistant II	17.45 hr.	March 27

Athletic and Co-curricular Activities for the school year 2022-23

Salaries that include a 10% longevity increment are indicated by a number sign (#) and @ at 50%.

Athletic and Co-curricular Activities of Schedules E and F

<u>Name</u>	<u>School</u>	<u>Position</u>	<u>Amount</u>
Angela M. Bennett	Parker Woods	ES Yearbook Club Advisor	\$1,051.16
Maria N. Burton	AWL	ES Intramurals Coach	1,051.16
Janie Byrd	Western Hills	HS Reserve Volleyball Coach Girls	1,751.93
Lance M. Kidd Jr.	AWL	MS Head Track Coach	1,576.75
Tara S. Shaw	Roselawn	MS Asst Basketball Coach Girls	1,576.75

**RECOMMENDATION 3 – SUMMER SCHOLARS PROFESSIONAL DEVELOPMENT**

The Superintendent recommends providing professional development for teachers in preparation for Summer Scholars 2023 using ESSR grant dollars. The term of this professional development will be from May 5, 2023 through June 1, 2023. As time is reported, names will be submitted for Board approval.

Member Moroski motions and Member Wineberg seconded

Ayes: Members Bolton, Craig, Jones, Moffett, Moroski, Wineberg, President Lindy (7)

Noes: None

# **Student Achievement and District Instructional Performance Committee of the Whole**

## **Committee Work Plan Calendar Year 2023**

### **OVERARCHING GOAL**

The **Student Achievement and District Instructional Performance Committee of the Whole** will ensure students are at the center of all decision-making to create equitable educational opportunities and unmatched experiences that deliver results.

In the work to achieve this goal, the **Student Achievement and District Instructional Performance Committee of the Whole** will bring strong focus to monitoring student outcomes, as prioritized in its established goals and guardrails and essentially serves as the monitoring entity for the established goals and guardrails. The committee will review, discuss and make recommendations on programs of study, curriculum, human resources, health and safety concerns, progress toward equity, and other related matters of relevance that impact student outcomes across the district. The **Student Achievement and District Instructional Performance Committee of the Whole** engages and partners with students, parents/families, community members, organizations, and other key constituent groups as related to the responsibilities of the committee and specific topics.

The committee will work collaboratively in the development and implementation of all aspects of the district's strategic plan.

### **ORGANIZATION**

Members of the **Student Achievement and District Instructional Performance Committee of the Whole** committee include 7 Board Members, Superintendent, and Chief Financial Officer. One Board Member serves as liaison to Administration. The Student Achievement and District Instructional Performance Committee of the Whole will meet monthly, 4pm – 6pm. The meetings may take place in person or virtually.

### **COMMITTEE MEMBERS/ RESPONSIBILITIES**

1. Provide oversight and monitoring of the District goals and guardrails
2. Provide oversight of the District's Strategic Plan.
3. Present issues from the community that impact our students' ability to reach their full potential and discuss how those issues can be addressed.
4. Discuss opportunities for expanding partnerships that will positively impact students, families, schools, and the community.
5. Monitor the fair and equitable use of goods and services, as aligned with the Strategic Plan and goals and guardrails.

(cont.)

6. Engage community members and organizations around responsibilities of the committee.
7. Develop an annual work plan to include the specific responsibilities of the Committee, as stated in the Board Bylaws. The work plan is to be submitted annually to the Board for approval.

**Superintendent:**

- Serves as primary facilitator of committee's work objectives
- Works in collaboration with Board President to ensure alignment of goals with board priorities, and prioritizes the agenda as such
- Provides regular, on-going updates/reports, supported by data, on status of goals and guardrails
- Develops a regular calendar/schedule (i.e., quarterly, semester, annually) for reports and presentation of student achievement topics, and coordinates alignment of topics, with Board Liaison; will prioritize the topics as appropriate
- Prioritizes, in collaboration with the district's Government Liaisons, the district's legislative agenda; presents on a regular basis information that is deemed crucial to the Board in managing its role in governance, policy-decision-making, and advocacy

**Board Members:**

- Receives and reviews proposals and recommendations, specific data/reports, and other relevant information related to student achievement outcomes and other related matters of interest and concern; provides feedback, comments, and recommendations on such reports as appropriate
- Administers the Performance Evaluation of the Superintendent per direction of the Board.

**Board Liaison:**

- Serves as depository for information/data requests, as needed
- Meets quarterly with Superintendent and Board President to ensure all student achievement topics are addressed; the liaison will report to full board, as part of Board Matters, as needed.
- Facilitates development of the work plan on an annual basis, in collaboration with the full board.

**Treasurer:**

- Provides direction, guidance, and support related to financial matters, as needed

**CINCINNATI BOARD OF EDUCATION – GOALS AND GUARDRAILS**

Member Jones motions and Member Vice President Craig seconded

Ayes: Members Bolton, Craig, Jones, Moffett, Moroski, Wineberg, President Lindy (7)

Noes: None



PREPARING STUDENTS  
**FOR LIFE**

Through Academic Achievement · Personal Well-Being · Career Readiness

## REPORT OF THE TREASURER

### TABLE OF CONTENTS

- I. AGREEMENTS AND AMENDMENTS (SEE ATTACHMENT)**
- II. THEN AND NOW CERTIFICATES**
- III. DONATIONS**

**REPORT OF THE TREASURER**

<b>Fund #</b>	<b>Fund Description</b>	<b>Purpose</b>
001	General Fund	Set of accounts used to show all ordinary operations of a school system, generally all transaction which do not have to be accounted for in another fund.
003	Permanent Improvement	Fund provided to account for all transactions related to the acquiring, construction, or improving of such permanent improvements as are authorized by Chapter 5705, Ohio Revised Code.
006	Food Services	Fund used to record financial transactions related to food service operations.
007	Special Trust	The special trust fund may be classified as a special revenue, permanent, or a private purpose trust fund. A special revenue fund should be used if the original contributions can be expended for school district programs. A permanent fund should be used if the only the earnings on the original proceeds can be expended and not the principal. If the original contribution, whether required to be kept intact or not, and the earnings do not support the school district's programs, then the fund will be classified as a private purpose trust fund.
018	Public School Support	Fund provided to account for specific local revenue sources, other than taxes or expendable trust (i.e. profits from vending machines, sales of pictures, etc.), that are restricted to expenditures for specified purposes approved by board resolution. Such expenditures may include curricular and extra-curricular related purchase.
019	Other Grants	Fund used to account for the proceeds of specific revenue sources, except for State and Federal grants) that are legally restricted to expenditures for specified purposes.
021	Intra District Service Fund	A fund to account for functions that provide goods or services to other areas within the school district. Intra-district functions could include central warehousing and purchasing and central data processing.
024	Employee Benefits Self Insurance	A fund provided to account for monies received from other funds as payment for providing medical, hospitalization, life, dental, vision, or any other similar employee benefits. The Employee Benefits Self- Insurance Fund may make payments for services provided to employees, for reimbursements to employees who have paid providers, to third party administrators for claim payment or administration, for stop-loss coverage or for any other reinsurance or other similar purposes.
034	Classroom Facilities Maintenance	A fund used to account for the proceeds of a levy for the maintenance of facilities.
300	District Managed Student Activity	Fund provided to account for those student activity programs which have student participation in the activity but do not have student management of the programs. This fund would usually include athletic programs but could also include the band, cheerleaders, flag corps, and other similar types of activities.

**REPORT OF THE TREASURER**

(cont.)

**Fund Legend (cont.)**

<b>Fund #</b>	<b>Fund Description</b>	<b>Purpose</b>
401	Auxiliary Services	A fund used to account for monies which provide services and materials to pupils attending non-public schools within the school district.
499	Miscellaneous State Grant	A fund used to account for various monies received from state agencies which are not classified elsewhere. A separate special cost center must be used for each grant.
467	Student Wellness and Success	Funds are to be used to assist CPS in supporting students academic achievement through mental health counseling, wraparound services, mentoring and after-school programs.
507	ESSER Cares Act Funding	To provide support to Local Education Agencies (LEAs) to address the impact that the novel Coronavirus Disease 2019 (COVID 19) has had and continues to have on elementary and secondary schools across the nation.
510	Coronavirus Relief Fund, Urban School District	To provide emergency support through grants to schools that have been most significantly impacted by coronavirus. These monies are to support the school to continue to provide educational services to the students.
516	IDEA Part B Special Education	Grants to assist states in providing an appropriate public education to all children with disabilities.
525	Project Head Start	To promote school readiness by enhancing the social and cognitive development of low income children, including children on federally recognized reservations and children of migratory farm workers, through the provision of comprehensive health, educational, nutritional, social and other services; and to involve parents in their children's learning and to help parents make progress toward their educational, literacy and employment goals.
536	Title I School Improvement Stimulus A	To help schools improve the teaching and learning of children failing, or most at risk of failing to meet challenging State academic achievement standards.
551	Title III – Limited English Proficiency	Funds to develop and carry out elementary and secondary school programs, including activities at the pre-school level, to meet the educational needs of children of limited English proficiency. These programs provide structured English language instruction, with respect to the years of study to which the program is applicable, and instruction in the child's native language to the extent necessary to allow a child to achieve competence in English. The instruction must incorporate the cultural heritage of these children and of other children in American society. The instruction must be, to the extent necessary, in all courses or subjects of study which will allow a child to meet grade promotion and graduation standards.

**REPORT OF THE TREASURER**  
(cont.)

**Fund Legend (cont.)**

<b>Fund #</b>	<b>Fund Description</b>	<b>Purpose</b>
572	Title I – Disadvantaged Children/Targeted Assistance	To provide financial assistance to State and Local educational agencies to meet the special needs of educationally deprived children. Included are the Even Start and Comprehensive School Reform programs.
587	IDEA Preschool Grant	The Preschool Grant Program, Section 619 of Public Law 99 -457, addresses the improvement and expansion of services for students with disabilities, ages three (3) through five (5) years.
598	Schoolwide Building Program	The purpose of this bulletin is to inform you of the creation of a Schoolwide Building Program Fund. The Schoolwide Building Program Fund allows for the pooling of Federal, State, and local funds to be used to upgrade the overall instructional program of a school building where at least 40 percent of children are from low-income families.
590	Improving Teacher Quality	A fund used to account for monies to hire additional classroom teachers in grades 1 through 3, so that the number of students per teacher will be reduced.

***Our Mission:***

To manage and report the District's financial resources with accuracy, efficiency and utmost integrity in order to maximize instructional and operational services for the children of Cincinnati.

***Our Vision:***

On June 30, 2024, the Treasurer's Office will be recognized for its financial excellence, acting as exemplary financial stewards of taxpayer dollars. With a reputation for exceeding expectations, the Treasurer's Office will be recognized as valued partners who provide customer friendly financial services. Treasurer employees will score the department as an enjoyable and rewarding work environment where they feel fully valued in their service to the children of Cincinnati.



**REPORT OF THE TREASURER**  
(cont.)

**I. AGREEMENTS & AMENDMENTS( SEE ATTACHMENT)**

That the Treasurer be authorized to enter into an agreement with the following Vendors/Consultants

**II. THEN AND NOW CERTIFICATES**

That the Treasurer be authorized to pay the following Then and Now Certificates:

<b>Vendor/Consultant Name</b>	<b>Amount</b>	<b>CPS Location</b>
(A.) Adventure Crew	\$7,709.02	Pupil Transportation
Funding Source: General Fund		
Explanation: (1243,1229,1231,1228,1230,1232) Transportation services		
(B.) ViaQuest Foundation	\$10,500.00	Student Services
Funding Source: General Fund		
Explanation: (29949) To cover C2200513		
(C.) Creative Teaching Techniques	\$4,000.00	Non-Public/Auxiliary Services
Funding Source: Title IV-A StudSuppandAcadEnri Fund		
Explanation: (CR010229A) Instructional Improvement Services		
(D.) Cincinnati Youth Collaborative	\$4,000.00	Chief of Schools
Funding Source: Title I Diadv Children Fund		
Explanation: (2223AMERI) Services to provide project		
(E.) Cintas Corporation No. 1	\$5,071.90	Environmental Health & Safety
Funding Source: General Fund		
Explanation: (9211598153) Zoll replacement pads		

**REPORT OF THE TREASURER**

(cont.)

**II. THEN AND NOW CERTIFICATES**

That the Treasurer be authorized to pay the following Then and Now Certificates:

<b>Vendor/Consultant Name</b>	<b>Amount</b>	<b>CPS Location</b>
(F.) NWEA	\$5,400.00	Western Hills HS
Funding Source: Title I Diadv Children Fund		
Explanation: (85909) NWEA training		
(G.) Sinclair Community College	\$4,787.60	College Enrollment
Funding Source: General Fund		
Explanation: (14117/14118A) Other Tuition Payments		
(H.) Neusole Glassworks	\$4,500.00	Clark Montessori HS
Funding Source: District Managed Stud Act Fund		
Explanation: (265) Five day Glassblowing workshop		
(I.) Amazon.com Services Inc.	\$3,239.55	William Taft ES
Funding Source: Uniform School Supplies Fund		
Explanation: (R2312264) For PO 2208701		

**REPORT OF THE TREASURER**  
(cont.)

**III. DONATIONS (cont.)**

That record is made of a donation from the following Donors:

	<b>Donor Name</b>	<b>Amount</b>	<b>Location</b>	<b>Funding Source &amp; Description</b>
(A.)	Shutterfly LLC	\$174.30	Cheviot ES	018- Public School Support Fund
	<b>Purpose:</b> This should deposited in Principal/Staff Incentive Fund			
(B.)	Colleen Foegle	\$2,000.00	Oyler School	300- District Managed Stud Act Fund
	<b>Purpose:</b> Prom			
(C.)	Skyline	\$162.00	Carson School	300- District Managed Stud Act Fund
	<b>Purpose:</b> Non Educational Field Trip			
(D.)	Greater Cincinnati Foundation	\$3,000.00	Rockdale Academy	300- District Managed Stud Act Fund
	<b>Purpose:</b> Principal fund - to use at their discretion			
(E.)	Kroger	\$161.61	Hartwell	018- Public School Support Fund
	<b>Purpose:</b> General Supplies			

**REPORT OF THE TREASURER**  
(cont.)

**III. DONATIONS (cont.)**

That record is made of a donation from the following Donors:

	<b>Donor Name</b>	<b>Amount</b>	<b>Location</b>	<b>Funding Source &amp; Description</b>
(F.)	Mary Schweitzer	\$266.52	Mt. Airy	300- District Managed Student Act Fund

**Purpose:** Mt. Airy Elementary bus donation for Cincinnati Museum field trip on 4/17/23

<b>Fund</b>	<b>Amount</b>
001 General Fund	\$2,877,050.37
300 District Managed Student Act Fund	\$4,500.00
401 Auxiliary Services	\$53,396.80
572 Title I Disadv Children Fund	\$103,320.00
507 ESSER Elem Sec Scho Emerg	\$2,884,706.89
034 Classroom Facilities Maintenance	\$62,559.00
021 Intra District Service Fund	\$921,155.00
584 Title IV-A Student Support and Academic Enrichment	\$452,169.11
009 Uniform School Supplies	\$3,239.55
<b>Grand Total</b>	<b>\$7,362,096.72</b>

Member Bolton motions and Member Jones seconded

Ayes: Members Bolton, Craig, Jones, Moffett, Moroski, Wineberg, President Lindy (7)

Noes: None

### BOARD MATTERS

1. **Member. Bolton:** Spoke on the importance of the Board members and CPS is working alongside of the City of Cincinnati. Crossing Guards, Preschool Promise as well as safety for our students and staff.
2. **Member Moroski: Promotion and Retention Policy 5410** Academic Acceleration. Brd members gave feedback regarding the changes that were made to the policy. The policy will be more inclusive with the student's family members being involved in the steps involving promotion and retention.
3. **Member. Jones:** Resubmitted the SACOW Work Plan. (page 218)
4. **Member Moffett:** Inquired about the status of the **Tax Abatement Proposal** regarding commercial property. Future discussion with the Superintendent Wright and General Counsel so that the Brd member are able to provide the public with accurate information.

### INQUIRIES/UPDATES

**Member Craig:** Gray City School conference Legislative Policy- what is being taught in public school and who's making the decisions. Being aware of people attempting to use the boards as political points. Keeping the quality of our education at the forefront. Emphasis on Reading and the importance of reading.

**President Lindy:** Responding to people who request a written response to the Hearing of the public.

### ASSIGNMENTS

**Brd Members: Jones** would like the board to see a portrait of the various tax abatements that the City of Cincinnati provides in total. So that the Brd. Members has a better understanding of what their involvement in. (Finance Committee)

**Brd Member: Moroski: Would like The Promotion and Retention Policy** so that it can be passed at the next Brd. meeting.

**Brd Member: Bolton:** Would like to compare the percentage of students who passed the Tera Nova vs Iowa Test for the entry to Walnut Hills High School. ( Superintendent & Team)

**Brd Member Bolton: Assigned Ad Hoc Committee** Summary Report of the Tera Nova Vs Iowa Test.

### ADJOURNMENT

The Board adjourned at 08:54 p.m.

Jennifer M. Wagner