September 18 2023

BOARD OF EDUCATION CINCINNATI, OHIO

PROCEEDINGS

BUSINESS MEETING

September 18, 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, September 18, 2023, at 5:36 p.m., President Lindy in the chair.

ROLL CALL

Present: Members Bolton, Jones, Moffett, Wineberg, President Lindy (5)

Absent: Craig, Moroski (2)

Superintendent Iranetta Wright was present.

SUPERINTENDENT'S UPDATE

Superintendent Wright: - Shared with the board members and public that students from Walnut Hills High School were semi-finalist for the 2024 National Merit Scholars. We also have one student from SCPA who is a semi-finalist.

Superintendent Wright: Bramble updates, results of the community interactive feedback sessions. The feedback sessions have had about 50 participants from the community. The plan is to conduct an interactive survey with the staff as well. The preferred Grade band input survey response is Former Bramble –Pre K -3rd, John P. Parker 4th-8th, and Shroder High School 9th-12th.

Superintendent Wright: ODE Report Card Overview -Gave an update on ODE 22-23 school year report card. Ms. Wright went over the District Highlights, CPS overall Star rating achievement, Areas of Accountability, Progress, Gap Closing, Early literacy, and Graduation rates.

HEARING OF THE PUBLIC

Chris Heckman (Spencer Parent) – Has concerns about global warming. Would like CPS to commit to clean energy. Spoke on the benefits to the students and the climate. Believes that committing to clean energy aligns with the CPS core values and goals.

Kelly Patterson (Citizen Climate Lobby) - Would like CPS to commit to clean energy. Spoke on the benefits to the students and the climate. Believes that committing to clean energy aligns with the CPS core values and goals.

Audrey Simon (Student Walnut Hills) – Sunrise movement club at Walnut Hills. Would like CPS to commit to clean energy. The students believe that this would have a great impact on the students and culture.

Sophie Crum (Student at Walnut Hills) - Sunrise movement club at Walnut Hills. Would like CPS to commit to clean energy. The students believe that this would have a great impact on the students and culture.

HEARING OF THE PUBLIC

Dani Kelly (Student at Walnut Hills) - Sunrise movement club at Walnut Hills. Would like CPS to commit to clean energy. The students believe that this would have a great impact on the students and culture.

Mark Stegman (Spencer Parent) – The parent spoke about clean energy. The benefits to our students, families and the entire community.

Jennifer Myree (Representative for the NAACP Cincinnati Chapter) – Thanked the board for their collaboration with the NAACP. The rep. also expressed concerns for the students of color the NAACP would like to continue to work with CPS to enhance the experience for students of color. The rep also invited the board and public to an event at Woodward High School on Saturday September 30th 2023 please rsvp on the website.

Bill Collins – CPS Success and how it starts with the parents being active. Housing, recruiting more teachers, and providing opportunities for middle class families of color. He also shared concerns about clean energy and spoke on the benefits to the community.

Julie Sellers (CFT/CFOP President) – Ms. Sellers gave an update on the Teacher Allocation committee moving into its final stages. Ms. Sellers believes that the District should take a second look at the intermediate numbers and that would help every school. Sellers believes the focus should be on attendance, Student Achievement Community Centers, student mobility, and the negative impact on the students. Sellers would like to work with the board to resolve the issues.

MINUTES APPROVED

Board Member Jones motioned and Board Member Moffett 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 October 25, 2023.

Special Meeting – August 7, 2023 Business Meeting – August 7, 2023 Special Meeting – August 28, 2023 Business Meeting – August 28, 2023

Ayes: Members Bolton, Jones, Moffett, Wineberg, Lindy (5)

Noes: None

Absent: Craig, Moroski Passed viva voce.

President Lindy declared the motion carried.

COMMITTEE REPORTS

- 1. Student Achievement Committee of the Whole August 23,2023
- 2. Audit Committee August 30, 2023
- 3. Student Achievement Committee of the Whole September 06, 2023

REPORT OF THE STUDENT ACHIEVEMENT COMMITTEE OF THE WHOLE

The Student Achievement Committee of the Whole met on Wednesday, August 23, at 4:00 PM at the Cincinnati Public Schools Education Center, 2651 Burnet Avenue, 45219 in the Rosa E. Blackwell Interactive Learning Center.

Additional detailed information about this report is located on the following tools:

Documents mentioned in this report are located on <u>BoardDocs</u> for review. <u>https://go.boarddocs.com/oh/cps/Board.nsf/Public</u>

A recording of the meeting can be viewed on the <u>CPS website</u> and the following YouTube link: https://www.youtube.com/live/ bA Ecx EEE?si=4JsFs9xljsQ-lW-g

Panorama Data Review

Superintendent Wright updated the Committee on the results of the Spring 2023 survey that included growth comparisons. The survey was conducted with students, staff and CPS families. The survey included the following topics for each category:

	Students	Staff	Family
ions 	Belonging	Belonging	School Fit
quest	School Climate	School Climate	School Climate
oics/c	Teacher-Relationships	Staff-Leadership Relationships	Family Engagement
Similar topics/questions	School Safety	Well-Being	School Safety
Simil	CPS Custom Questions	CPS Custom Questions	CPS Custom Questions
	Rigorous Expectations	Professional Learning	
	Engagement		

Board members made the following comments about the presentation:

- How school climates are being addressed.
- Numbers not being good.
- Glad to see efforts regarding Professional Development for curriculum; numbers are depressed; relatively negative.
- More effort needed on cultural piece.
- Massive steps have been taken in getting student and family survey data.

REPORT OF THE STUDENT ACHIEVEMENT COMMITTEE OF THE WHOLE (cont.)

Career and Technical Education (CTE) Audit

Superintendent Wright updated the Committee on the CTE Audit that was conducted for SY 2022-2023.

Ms. Wright updated the Committee on the following *Executive Summary*:

This CTE Review explored the current state of Career and Technical (CTE) courses and pathways through the lens of the impact the program has had on student achievement and equity. Findings in this report indicate the need for bold action in order to best prepare our students for the future:

- Establish additional programming throughout the District
- Expand access and achievement within existing CTE courses and pathways
- Explore new preparation methods to increase industry recognized credentialing

Board members made the following comments about the presentation:

- Executive summary summarizes broad thinking.
- Community asking why District is not connected to Great Oaks. Use Superintendent Wright's plan to make it happen; CPS can do more in this area.
- Work needed on Career Tech.
- Wright: Need to prepare students for the credentialing exam. CPS is offering the courses.
- Great Oaks getting funding that CPS cannot get; Oaks can bring staff to the District; CPS can allow Oaks Staff to teach.
- Pilot the program through Woodward.
- Use ESSER funding for the Oaks.
- Bring My Tomorrow back.
- Use EXTRA routes to transport the students to the Oaks.
- College and Career is in the District's Plan; Career Clusters are required by the Federal Government; CPS
 has half of the Career Clusters on campus.
- Look at high schools that can be career based campuses; do this internally.
- Work with the Business Advisory Council to help support the Oak's plan.
- Engage partners.

Superintendent Wright highlighted the following Internship Opportunities and Internships by School

Work-based Learning and Internships			
Type of Programs	Schools	2022 -2023	
Healthcare - TriHealth STW Program	Hughes, RVE	21	
Healthcare - TriHealth STW Summer Pilot	Walnut, RVE, and Hughes	2	
Travel/Hospitality - IHL Program	Withrow	9	
Level Up - Kroger Pilot	Aiken	4	
Ohio Tech Internship Summer Program - ODE	Hughes, Taft, Walnut Hills, and Gamble	6	
Zoo Academy - unpaid	Hughes	44	
FCC Futures Program	Variety	26	
Children's Hospital	Withrow	3	
IHL - Media Arts	Oyler	2	
Project Life Programs - unpaid	Variety	30	
UC Health	Woodward	7	
P&G JumpStart	Taft	7	
Total Number of Students in WBL		<u>161</u>	
		2023 Goal = 125	

REPORT OF THE STUDENT ACHIEVEMENT COMMITTEE OF THE WHOLE

(cont.)

Professional Development (PD)

Superintendent Wright updated the Board on the following information contained in her presentation on the amount of participants in PD:

- Districtwide Opening PD: Year-to-Year Comparison (August 2022 August 2023)
- Opening of School Districtwide PD Day
- Cincinnati Federation of Office Professionals(CFOP)
- The Launch of a Districtwide PD Committee

Ms. Wright also informed the Committee about the 2023-2024 Professional Learning Course Guide. The document provides course and registration information for additional professional learning opportunities for various employee groups.

The meeting adjourned at 5:22 PM.

REPORT OF THE AUDIT COMMITTEE

The Audit Committee met on Wednesday, August 30, 2023 at 4:30 PM at the Cincinnati Public Schools Education Center, 2651 Burnet Avenue, 45219 in LaunchEd, Room 111.

The Audit Committee meeting can be viewed on this link: https://www.youtube.com/live/qWK-qwwOcv0?si=elOWnP5FIEYwced3

Documents for the meeting can be viewed on <u>BoardDocs.</u> <u>https://go.boarddocs.com/oh/cps/Board.nsf/Public</u>

ATTENDEES

Audit Committee Members

Dan Holthaus, Chair; Liz Gutridge, Vice Chair; Jim Crosset; Paul Kitzmiller; Clarice Warner

Budget, Finance and Growth Committee Members

Eve Bolton, Chair; Brandon Craig. Dr. Kareem Moffett

Administration

Lauren Roberts, Chief Audit Executive; Jennifer Wagner, Treasurer/CFO; Kevin Ashley, Director of Financial Reporting and Transparency; Jeremy Gollihue, Chief Information Officer; Isaac Karn, Internal Audit Supervisor; Emma Williams, Internal Audit Supervisor

Committee Chair Holthaus began the meeting and advised that it would be beneficial for Audit Committee members to read the prior month's Audit Committee minutes in order to be abreast of what was discussed at the last meeting.

Fiscal Year 2024 Audit Committee Goals

The Committee reviewed and agreed with their Fiscal Year 2024 Audit Committee Goals.

Audit Committee member Warner motioned to approve the goals for one year. Vice Chair Gutridge seconded the motion. The 2024 goals were approved.

Please find the Goals attached at the end of this report.

Annual Review of Internal Audit and Audit Committee Charters

The Committee discussed and agreed with their current Policy 6835 – Audit Committee Charter and Policy 6836 – Internal Audit Charter, noting no required updates or changes. In accordance with the policies, they are to be reviewed on an annual basis.

Plattenburg Letter of Arrangement for Fiscal Year 2023 Audit

Committee Chair Holthaus advised the Committee to read Plattenburg's letter regarding the services that they provide to the District for the year ended June 30, 2023. The letter includes processes in the following areas:

- Audit Scope and Objectives
- Auditor's Responsibilities for the Audit of the Financials Statements and Single Audit, if required
- Audit Procedures Internal Control
- Audit Procedures Compliance
- Other Services
- Responsibilities of Management for the Financial Statements and Single Audit, if applicable
- Engagement Administration, Fees, and Other
- Reporting

Audit Status Report

Chief Audit Executive Roberts updated the Committee on the following Fiscal Year 2024 Internal Audit Plan

Fiscal Year 2024 Internal Audit Plan

The following section provides a brief status update for each project of the fiscal year (FY) 2024 Internal Audit Plan (IAP):

Advisory

Donations, Crowdfunding & Fundraising – *In progress*

This project will be led by the Treasurer's Office team with the objective of establishing definitions of each term and how they are related. We are currently in the process of working with the team to define a clear scope, work plan, and timeline. Once the project plan has been agreed upon with management, Internal Audit will begin executing tasks and providing consultative services.

Assurance

School Audits – *In Progress*

Internal Audit (IA) is developing a multi-year audit approach to evaluate each individual school within the district. Our team is designing audits that will be conducted at the school level to ensure potential risks specific to each institution can be thoroughly assessed and addressed. These risks may include financial mismanagement, improper procurement practices, inadequate internal controls, noncompliance with educational policies and regulations, misuse of resources, and deficiencies in student safety protocols.

Internal Audit has held meetings with leaders of Internal Audit Departments at peer districts around the country to learn more about their school auditing approaches and practices. We are in the process of combining that research with CPS priorities into a draft audit program. Our team will then vet the proposed approach with district management to incorporate their feedback. Once the audit program is complete, IA will hold an engagement kickoff meeting with management, and execute the audits according to an agreed-upon schedule. Not only will we keep the Audit Committee informed as progress is made, but we may also request your feedback, perspectives, and suggestions along the way.

Continuous Auditing – *In progress*

The Internal Audit Department is building upon last year's continuous auditing project by testing additional areas throughout the year. Our goal is to inform management of audit results in a timely manner so any necessary corrective actions can promptly be made. In addition to continuing the employee reimbursement and procurement card transaction testing that was developed last year, Internal Audit plans to expand the testing to include two additional areas: overtime and security (badge access).

Internal Audit is in the process of developing a standardized approach for managing responsibilities, monitoring audit progress, communicating results to management, and tracking any actionable items or requests that may result from testing. The results of the continuous audit testing will also be tracked and communicated to the Audit Committee

Follow-up

Status of Past Audit Recommendations – *In progress*

Over the past two months, Internal Audit has designed a process for regularly monitoring and tracking the status of past Internal Audit recommendations. We have documented and organized all past Internal Audit projects with outstanding recommendations in SmartSheets, an automated spreadsheet tool. Internal Audit is in the process of meeting with management to educate them on this new approach, as well as review the implementation status of their past audit recommendations. In some areas of the district, there has been a turnover in management since the issuance of the original audit report. This is an opportunity to ensure that all current leaders are aware of their responsibilities that relate to past audit recommendations.

Moving forward, our team will utilize automated alerts to management to request periodic updates. The more frequent and regular follow-up methodology will ensure management continues making progress toward implementing the recommendations and will highlight areas that may need additional support from the district, or possibly a new approach to addressing the control gap or deficiency. This will allow Internal Audit to report the status of recommendations to the Audit Committee on a regular basis, rather than previously reporting just once per year. This will ensure the value of Internal Audit recommendations are fully recognized.

Risk Analysis

Organizational Risk Matrix – In progress

The organizational risk matrix project is an opportunity to enhance the Internal Audit team's knowledge and understanding of the processes within each department and school. In doing so, we will evaluate the risks and corresponding internal controls to identify potential gaps that are either singular or systemic in nature. These gaps can be communicated to the appropriate party: management, Board, or Audit Committee. The district leadership can then determine if a solution should be implemented, or if further evaluation is needed via an Internal Audit project.

As this robust organizational risk matrix is a multi-year project, Internal Audit is in the early stages of developing a project plan and framework. Internal Audit has also discussed best practices with peer districts to gather a variety of tools we could utilize to execute this work. We will continue to update the Audit Committee as the methodology and project plan are developed.

IT Risk Management & Assessment – In progress

The goal of this project is to fortify the district's IT risk management framework by comprehensively assessing IT-related risks and strengthening the control structure. Through a multi-year initiative, the Internal Audit Department seeks to gain a holistic understanding of the IT landscape, enhance control effectiveness, and support the success of future audits.

Since the approval of the IAP, Internal Audit has begun further developing the phases of this work and creating a foundation for moving forward over the coming years. The objective of the first phase of this project is to develop a comprehensive inventory of IT systems, applications, and interfaces, focusing on functionality and data flows. The second phase will entail documenting IT General Controls (ITGCs) for key systems to ensure integrity, confidentiality, availability, and compliance. The third phase will require IA to conduct testing of documented ITGCs to assess control effectiveness and compliance. Internal Audit will provide regular updates to the Audit Committee on project progress, milestones, and outcomes. We will also share interim reports detailing control assessments, testing results, risk identification, and recommended actions.

Status of External Audits & Reviews

The purpose of this section is to share each of the external audit and review engagements that have come to the attention of the Internal Audit Department since the last Audit Committee meeting. Management shares the status of external engagements with Internal Audit to ensure accurate and timely communication to the Audit Committee and Board of Education.

The following audits are currently in progress:

- Ohio Department of Education (ODE):
 - o Title I School Improvement Grant 1003(g) Desk Review; Fiscal Year 2023
- Universal Service Administrative Company (USAC)
 - o E-Rate Program Audit; Fiscal Year 2021

The following audits/reviews have been completed since the May 3rd status report:

- Community Action Agency (CAA):
 - Head Start Monitoring Review; Fiscal Year 2022
- Ohio Department of Education (ODE):
 - o McKinney-Vento Desk Review; Fiscal Year 2023
 - Elementary & Secondary School Emergency Relief (ESSER) Self Survey; Fiscal Year 2023
 - Summer Food Service Program; Fiscal Year 2023

The Audit Committee had a brief discussion about the *Status of Past Internal Audit Recommendations* follow-up project. Audit Committee member Crosset asked Chief Audit Executive Roberts about the ability to measure the impact the past Internal Audit recommendations have had once implemented. Ms. Roberts replied that her team is working to capture this information via the follow-up project and hopes to share this with the Audit Committee throughout the year. Board member Craig reminded the Internal Audit team to capture process changes since the last audit as they request status updates from management. Board member Bolton asked Internal Audit to place focus on assuring the accountability of management. Committee Chair Holthaus also responded that the Audit Committee can task the Internal Audit team with re-auditing an area once management has reported the original recommendations as completely implemented, as that would provide assurance that the recommendations are implemented with fidelity.

Financial Discussion

Treasurer Wagner informed the Committee that she discussed the Budget with the Board at their August 28th Board meeting for possible approval at their September 11th or 12th Regular Business meeting.

She also informed the Audit Committee about what is in the budget, funding challenges, a feminine hygiene bill that was allocated 5 million dollars for school districts in Ohio that will serve six through eighth grade girls. The District would get approximately 37,000 dollars from the 5 million dollars statewide budget allocation.

Mrs. Wagner also informed the Committee about the next Financial Town Hall meetings that will begin September 27, 2023 – May 7, 2024. She also stated the she and a group of people will presenting the Financial Town Hall concept at the National Conference for the Council of the Great City Schools in October 2023.

Ms. Bolton added that the district will be going over the cliff in fiscal year 2025. Treasurer Wagner updated the Committee that approximately 86 million ESSER dollars make up the current fiscal year 2024 budget, and if those costs persist into future fiscal years, they will need to either be reduced, or be picked up by the general fund or other funding source. The district and Board must consider what can be done about reducing transportation costs, and addressing the facilities improvement costs, for example.

Other Business

Board Updating Audit Committee

The Budget, Finance and Growth Committee (BFGC) members informed the Audit Committee about the following:

- Transportation was better than last year, still challenges
- Board will be talking about the many services that are being provided in the District;
- Audit Committee provide guidance on how utilizing partners;
- Audit Committee monitor the effect of the Call Center;
- Determine what services have been used outside historically, that are now being brought inhouse/insourced; may need to use more outside sources
- Need a plan on what schools will look like as students' progress through the system;
- Address student needs equitably; reimagine education; what does enrollment look like, be innovative and creative, utilize partners/get more partnerships;
- Audit Committee explain impacts of insourcing v outsourcing;

- Need significant changes in all six collective bargaining agreement contracts, particularly CFT beginning in January 2024
- Immediate building needs all high schools overcrowded; things we do better and efficiently;
- Need new recommendations on how to improve operations;
- Talk about re-envisioning the District;
- Highlight Community Learning Centers/ have conversation about how effective the schools can become and how organizations can come in to make it more effective and efficient;
- Find contractors that do the same work cheaper for the District.

Audit Committee member Crossett talked about long term projects that may take more than 6 months to address. He talked about the Ad Hoc Committee may have many long term strategic things to accomplish that realistically cannot be done in six months.

He also talked about the Board having a consultant meet with board or leadership to reach Ad Hoc Committee goals. This will be passed to the Superintendent.

The Committee talked about a middle school concept.

ACTION: The Budget, Finance and Growth Committee will provide the Audit Committee with a list of what the District provides to students to help the Audit Committee assist the Board.

The meeting adjourned at 5:55 PM.

The next meeting will take place on Wednesday, October 25, 2023.

Audit Committee

Daniel E. Holthaus, Chair, Liz Gutridge, Vice-Chair Jim Crosset David Foote Thomas D. Heldman Paul Kitzmiller

Carol Mitchell-Lawrence

Clarice Warner

Eve Bolton (Budget, Finance and Growth Committee, Chair)

Brandon Craig (Budget, Finance and Growth Committee)

Kareem Moncree-Moffett, Ph.D. (Budget, Finance and Growth Committee)

Staff Liaisons

Jennifer Wagner, CFO/Treasurer Lauren Roberts, CPA, CFE, Chief Audit Executive

REPORT OF THE STUDENT ACHIEVEMENT COMMITTEE OF THE WHOLE

The Student Achievement Committee of the Whole met on Wednesday, September 6, at 4:00 PM at the Cincinnati Public Schools Education Center, 2651 Burnet Avenue, 45219 in the Rosa E. Blackwell Interactive Learning Center.

Documents mentioned in this report are located on <u>BoardDocs</u> for review. <u>https://go.boarddocs.com/oh/cps/Board.nsf/Public</u>

A recording of the meeting can be viewed on the <u>CPS website</u> and the follow YouTube link: https://www.youtube.com/live/MjVCNWeb0sI?si=CkCt7<u>hNo92fKfCf6</u>

Update from Lobbyists

Governmental Liaisons George Glover from Focused Solutions and Eric Kearney of Kearney and Kearney updated and made the Committee aware of the following information contained in their Legislative Report.

HB12 REFORM OHIO DEPARTMENT OF EDUCATION (JONES D, DOBOS D) To rename the Department of Education as the Department of Education and Workforce; to create the position of Director of Education and Workforce; and to reform the functions and responsibilities of the State Board of Education and the Superintendent of Public Instruction.

Current Status – 04-18-2023 House Primary and Secondary Education (Fifth Hearing)

HB33 FY24-25 OPERATING BUDGET (EDWARDS J) To make operating appropriations for the biennium beginning July 1, 2023, and ending June 30, 2025, to levy taxes, and to provide authorization and conditions for the operation of state programs.

Current Status – 07-03/2023 Signed by Governor; eff. Immediately

HB38 SCHOOL MENTAL HEALTH DAYS (BLACKSHEAR W, MIRANDA J) To allow school districts to permit students to take up to three mental health days away from school each school year.

Current Status – 4/25/2023 - House Primary and Secondary Education, (First Hearing)

HB71 COMMUNITY CONNECTORS WORKFORCE PROGRAM (SANTUCCI N) To establish the Community Connectors Workforce Program and to make an appropriation.

Current Status - 6/27/2023 Reported Out, House Primary and Secondary Education, (Fourth Hearing)

HB103 SOCIAL STUDIES STANDARDS (JONES D, RICHARDSON T) To establish the Ohio Social Studies Standards Task Force to develop new social studies academic standards for use beginning with the 2024-2025 school year.

Current Status – 6/13/2023 Bill Amended, House Primary and Secondary Education, (Fifth Hearing)

Click this link or insert into your browser for more information about additional Bills. https://go.boarddocs.com/oh/cps/Board.nsf/Public

REPORT OF THE STUDENT ACHIEVEMENT COMMITTEE OF THE WHOLE (cont.)

iReady My Path Pilot School Review

Superintendent Wright informed the Committee about a study that analyzes the effect of using the MyPath Personalized Instruction tool with fidelity and improvement in student performance as measured by the Ohio State English Language Arts Test.

The following improvement metrics were used: Fall Projections to State Test Scores for FY23 and FY22 Test Scores to FY23 State Test Scores.

The study concluded that it was very clear that students who used iReady's MyPath Personalized Instruction tool with fidelity for at least 3 months generally showed more improvement on their Ohio State ELA Test as compared to the control group who did not have access to the MyPath tool. In both the Fall projection to State Test Scores and the year over year State Test Score comparisons, students who used the My Path Personalized Instruction tool for seven months (the maximum amount for this study) had the largest percentage of students show improvement.

While there are a variety of factors that likely contributed to improved student outcomes, this study provides strong evidence that using MyPath Personalized Instruction with fidelity will positively impact student achievement for Cincinnati Public Schools students.

Click this link or insert into your browser to read the full report. https://go.boarddocs.com/oh/cps/Board.nsf/Public

Equity Update

Superintendent Wright updated the Committee on the progress that has been made in developing an Equity Plan with clear and measurable accountability standards and procedures that can be assessed and reported transparently to the public.

The Cincinnati Public Schools Equity Plan will be submitted annually to the Board for approval and its subsequent implementation by all departments and school sites will be reviewed by the Board at least semi-annually.

Equity is a Technical and Adaptive challenge

Pursuing equity (including diversity, inclusion and anti-racism) requires recognizing both the adaptive and technical challenges

Technical Challenges

Concept: Situations where the problem and the solution are clearly evident and well-defined

- Often process changes that do not infringe on belief systems
- √ People generally open to technical solutions and can easily identify them
- √ Issues often contained to one or a few areas
- √ Change often solved by mandate
- √ Change usually can be quick (clear start & end)

Adaptive Challenges

Concept: Situations where the problem nor the solution are clearly evident or well-defined

- √ Require changes in values and/or beliefs
- ✓ People may resist acknowledging adaptive challenges
- √ Solutions needed in concert with those experiencing the adaptive challenge
- √ Change cannot occur through mandate
- √ Change usually takes a while (fuzzy end)

REPORT OF THE STUDENT ACHIEVEMENT COMMITTEE OF THE WHOLE (cont.)

Technical vs. Adaptive Examples

Adaptive challenges require transformation, not just implementation

Technical Examples	Adaptive Examples
➤ changing the dosage of medicine	➤ changing lifestyle around nutrition or exercise
➤ changing a student's course schedule➤ adjusting school start times	changing beliefs about the importance of attendance
➤ providing every student a computing device	➤ modifying instruction during COVID
➤ amending the code of conduct	➤ ensuring equity in disciplinary decisions

The Committee talked about Superintendent Wright putting together a timeline for the adaptive examples.

Click this link or insert into your browser to read a full overview of the 2023-24 Equity Plan. https://go.boarddocs.com/oh/cps/Board.nsf/Public

Board President Lindy informed the Committee that at the Business meeting on September 11, 2023, the Board will discuss and approve: the Budget, Board Bylaws, Vision, Mission, and Forecast.

The Board will come prepared to discuss at that meeting what they see as the most important Board work to be completed between now and the winter holiday.

The meeting adjourned at 5:32 PM.

Dr. Moffett moved that the Member Wineberg seconded the motion that the following committees be approved.

Passed viva voce.

President Lindy declared the motion carried.

Student Achievement Committee of the Whole- August 23, 2023 Audit Committee – August 30, 2023 Student Achievement Committee of the Whole – September 6, 2023

PRESENTATIONS/DISCUSSIONS

- 1. Progress Monitoring on Goals and Guardrails Superintendent Wright
- 2. Vision, Mission, and Forecast- Alma Advisory Group

CINCINNATI PUBLIC SCHOOLS

A RESOLUTION APPROVING STUDENTS ELIGIBLE FOR SUBSIDY (REIMBURSEMENT IN LIEU OF TRANSPORTATION)

FOR THE 2023-2024 SCHOOL YEAR

WHEREAS, the Cincinnati City School District has identified an additional eighteen (18) pupils, bringing the total to eight hundred and sixty-one (861), 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 eighteen (18) pupils, bringing the total to eight hundred and sixty-one (861) 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 2023-2024 school year.

Mary Wineberg

Ms. Wineberg moved and Ms. Jones seconded the motioned A Resolution Approving Students Eligible for Subsidy (Reimbursement in lieu of transportation.)

Ayes: Members Bolton, Jones, Moffett, Wineberg, Lindy (5)

Noes: None

Absent: Craig and Moroski

President Lindy declared the motion carried.

CINCINNATI CITY SCHOOL DISTRICT

A RESOLUTION TO REQUEST A WAIVER FOR ALCOHOL USE AT HYDE PARK SCHOOL BY THE HYDE PARK PARENT TEACHER ORGANIZATION

WHEREAS, the Hyde Park School Parent Teacher Organization is sponsoring its annual Pumpkin Chuck Festival to build community on November 4, 2023, at Hyde Park School; and

WHEREAS, the Hyde Park School Parent Teacher Organization is proposing to expand its Pumpkin Chuck Festival for 2023 including the opportunity to serve beer during the event; and

WHEREAS, the Board is authorized in Board Policy 7510 Use of District Facilities and Property to approve the use of Hyde Park Schools and to waive its policy prohibiting the sale or consumption of alcohol;

NOW THEREFORE BE IT RESOLVED, that the Cincinnati Board of Education approves the request from the Hyde Park Parent Teacher Organization to serve alcohol at the event on November 4, 2023;

BE IT FURTHER RESOLVED, that the host of the event shall obtain required licensure for serving and/or selling alcohol, arrange for necessary security, and obtain insurance satisfactory to the District for the event.

Ben Lindy, President
Brandon Craig, Vice President
Eve Bolton
Carolyn Jones
Kareem Moncree-Moffett, Ph.D.
Mike Moroski
Mary Wineberg

Ms. Wineberg moved and Ms. Moffett seconded the motioned A Resolution to Request a waiver for alcohol use at Hyde Park School by the Hyde Park Parent Teacher organization.

Ayes: Members Bolton, Jones, Moffett, Wineberg, Lindy (5)

Noes: None

Absent: Craig and Moroski

President Lindy declared the motion carried.

RECOMMENDATION 1 – CERTIFICATED PERSONNEL

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

RECOMMENDATION 2 - CIVIL SERVICE PERSONNEL

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

RECOMMENDATION 1 – CERTIFICATED PERSONNEL

A. 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.

In the Board proceedings of September 11, 2023, a retirement was approved for David Licata. At this time, his retirement has not been confirmed by the State Teachers Retirement System of Ohio and therefore should be rescinded.

B. 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.)

Piper R. Bold	Teacher – AMIS	Personal Reasons	September 4
Gregory R. Conwell	Teacher – Woodward	Other Employment	May 30 (2022)
Aaron N. Schmidt	Teacher – College Hill	Personal Reasons	September 11
Paul K. Ebert	Teacher – Gamble HS	Personal Reasons	November 1

C. 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 2023-24 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.

Colleen Tarrant	\$90,038.03	Cheviot	August 4
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<u>Teacher – Class IV – (Master's Degree)</u>

Keenen R. Maull \$72,080.84 Woodward August 29

RECOMMENDATION 1 – CERTIFICATED PERSONNEL (cont.)

C. APPOINTMENT – (cont.)

<u>Teacher – Class II – (Bachelor's Degree)</u> Megan E. Farris	\$50,199.78	Gamble High School	September 19
<u>Long Term Substitute Teacher – Class IV</u> Beth Richards	\$54,898.97	AWL	August 17
Substitute Teacher – Class III – \$143.92 da	ail <u>y</u>		
Andrew J. Ball	September 19	Leah A. Moore	September 19
Xoe Dwight Bates	September 18	Kellie Hurst Peyton-Reed	September 19
David A. Beasley	September 19	David Rechtin	September 19
Abigail M. Brueggemeyer	September 19	Brandise T. Walker	September 19
Dara-Gabriella Baht Israel	September 19	Marcia F. Williams	September 19
Yevette R. Moon	September 19	Celina Wilson	September 19

D. 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>Long Term Substitute Teacher – </u>	<u>- Class VI</u>	Fron	n:	
Sarvath Ali	\$62,440.75	Woodward	Class III Sub	August 17
Kimberly E. Johnson	92,478.78	Dater ES	Class III Sub	August 18
Long Term Substitute Teacher -	- Class V	Fron	n:	
Michael D. Coggins	\$62,440.75	Gamble HS	Class III Sub	August 17
Rachelle K. Johnson	57,708.61	Shroder	Class III Sub	August 17
Jane M. Markowski	87,741.13	Sands	Class III Sub	August 11
		_		
Long Term Substitute Teacher –	<u>- Class IV</u>	Fron	n:	
Crystal N. Hill	\$54,898.97	Roll Hill	Class III Sub	August 16
Beverly J. Odoms	84,934.27	North Avondale	Class III Sub	August 17
Vincent L. Ward	57,505.39	Lighthouse	Class III Sub	August 28
Marcia Worsham	54,898.97	Silverton	Class III Sub	August 11
T	CI III	T.		
Long Term Substitute Teacher -		Fron		
Gregory D. Cannon	\$51,042.96	Cheviot	Class III Sub	August 11
Jarelle J. Redden	51,042.96	Woodward	Class III Sub	August 17

RECOMMENDATION 1 – CERTIFICATED PERSONNEL (cont.)

D. CHANGE IN STATUS – (cont.)

<u>Long Term Substitute Teacher – </u>	<u>Class II</u>	From:		
Tabatha Y. Adkins	\$50,199.78	South Avondale	Class III Sub	August 17
Derrick Marshall	50,199.78	Rees E. Price	Class III Sub	September 11
April B. Martin	50,199.78	Cheviot	Class III Sub	August 11
Tamara D. Richardson	50,199.78	Woodward	Class III Sub	August 17
Selena M. Taylor	50,199.78	Woodford	Class III Sub	August 14
Building Substitute Teacher – Cla	ass VI	From:		
Kamari L. Larkin	\$31,313.04	Hughes	Class III Sub	August 30
Tiffany D. Williams	31,313.04	South Avondale	Paraprofessional	September 7
Substitute Teacher – Class III		From:		
Rachelle K. Johnson	\$143.92 daily	Daily Substitute	Long Term Sub	September 30
Teacher Tutor – (4 days/week, 6	hours/day)	From	:	
Sharon D. Kelly	\$19.77/hr.	Silverton	Sub Teacher Retiree	September 5
Charlynn J. Sanford	19.77/hr.	Silverton	Sub Teacher Retiree	September 5

E. 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.

Psychologist – Class VI – (Master's Degree 45 plus semester hours)					
Peter S. Schoultz	To:	\$80,161.16 From:	\$65,709.89	August 27	
Teacher - Class VI - (Master'	s Degree 45 pl	us semester hours)			
Jessica R. Gries	To:	\$62,440.75 From:	\$54,898.97	August 27	
Teacher - Class IV - (Master'	s Degree)				
Keila Herbert	To:	\$59,633.89 From:	\$54,898.97	August 27	
Raushanah L. Legree		72,080.84	59,633.89	August 28	

RECOMMENDATION 1 – CERTIFICATED PERSONNEL (cont.)

F. 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 VI – (Master's Degree plus 45 semester hours)

Richard J. Gausling To: 0.4 FTE From: 0.6 FTE August 27

G. 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)

Writing of Individualized Education Plans and Evaluation Team Reports – DSS – (IDEA-B)
Shakeysa M. Ogletree* 4 hours

Family Contact for Compliance – Early Childhood – (Rotary)

		<u> </u>	
Jennifer M. Adamson*	7 hours	Juanita I. Johnson*	9 hours
Brendan G. Blumer*	9 hours	Jessica G. Kimmet*	5 hours
Emma K. Chambers*	8 hours	Descea R. Lonnemann*	6 hours
Tonya L. Cook*	5 hours	Christina M. Mason*	8 hours
Megan K. Courtney*	8 hours	Sarah V. Mason*	7 hours
Kristin M. Crutcher*	8 hours	Kristy L. Miller*	8 hours
Heidy S. Davenport*	8 hours	Maura K. O'Keefe*	9 hours
Mary Duffy*	7 hours	Paisley C. Starbuck*	8 hours
Jessica A. Ebert*	6 hours	Beth Tracy-Kaliski*	7 hours
Abagail J. Fox*	9 hours	Ellen E. Vahue*	8 hours
Ashley M. Green*	9 hours	Amie T. Wagner*	8 hours
Alison C. Guerreiro-Ramos*	7 hours	Molly E. Wellbrock*	8 hours
Megan K. Hodge*	8 hours	Cynthia L. Yauch*	8 hours
Myesha L. Jewell*	4 hours		

Conduct School Social Worker Interviews - Culture & Safety - (Title IV-A)

Naomi Y. Madaris* 40 hours

RECOMMENDATION 1 – CERTIFICATED PERSONNEL (cont.)

G.	ADDITIONAL	ASSIGNMENT -	(cont.)
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New Teacher Positive S	<u>chool Culture Overview – Culture & Safety – (Title IV-A)</u>
Charity A. McFerron*	4 hours

Attend Responsive Classroom	Professional Developm	<u> ent – Riverview – (Title I)</u>	
Jennifer Adelman*	30 hours	Brittany Groene*	30 hours
Judith Allstatter*	30 hours	Susan Harpring*	30 hours
Randy Compton*	30 hours	Colleen Kling*	30 hours
Haliegh Dehn*	30 hours	Lorraine Maley*	30 hours
Courtney Frost*	30 hours	Angela Stacey*	30 hours
Brett Galey*	30 hours	Cheryl Strunk*	30 hours
Lisa Gasparec*	30 hours	Lindsey Wittich*	30 hours
Makenzie Gibson*	30 hours	Garrett Zuzik*	30 hours

<u>Home Instructor – \$33.19 per hour (extended employment rate)</u>

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

Ellen S. Buell*	12 hours	Stephanie F. Jeter*	3 hours
Andrew Jackson*	173 hours	Kelsev M. McConnell*	3 hours

Home Instruction for Students – Aiken

Ann L. Callahan-George 44 hours

<u>Home Instruction for Students – Shroder</u>

Joshua R. Buescher 20 hours

Home Instruction for Students – Taft HS

Deidra K. Owens 45 hours

<u>Home Instruction for Students – Withrow</u>

Beverly B. Mallory 115 hours

Home Instruction for Students – Woodward

Amy E. Arnold 65 hours Dorinda Tackett 71 hours

Akilah Rodgers 20 hours

Consult Speech Therapy Services for Home Instruction – DSS – (IDEA-B)

Mariah M. Lee* 5 hours

<u>Teacher (After School Tutor) – \$33.19 per hour (extended employment rate)</u>

After School	Tutoring -	– Taft HS –	(Title I)	

Jeffrey J. Denen*	85 hours	Holly C. Irby*	85 hours
Gregory E. Evans*	85 hours	Erica M. Montgomery*	85 hours

David S. Gerard* 85 hours

RECOMMENDATION 1 – CERTIFICATED PERSONNEL (cont.)

G. ADDITIONAL ASSIGNMENT – (cont.)

The following are recommended for a stipend for the 2023-24 school year. Funding is from the General Fund and (*) denotes other than General Fund.

Staff Lighthouse Team Leaders - Silverton - (Title) I

Jessica L. Brock* \$1,500.00 Alicia N. McDermott* \$1,500.00

The following teachers are recommended to receive additional payment for IEP workdays for the 2022-23 school year. Payment will be provided in compliance with the Collective Bargaining Agreement, Section S610-Special Teachers.

IEP Workdays

Colleen Brueggemann	\$854.91	Jessica L. Rothwell	\$854.91
Amy Martin	854.91		

The following teachers are recommended to receive supplemental contracts for the school year 2023-24. 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 2023-24

<u>Name</u>	<u>School</u>	<u>Position</u>	<u>Amount</u>
Raymond Lee Black	SCPA	ES Instrumental Director	\$770.85
Francesca Bownas-Rayburn	Walnut Hills	HS Modern Abolitionist Mvmt Club Advisor	745.78
Samantha L. Bramlage	Walnut Hills	HS Model United Nations Club Advisor	820.36#
Laura A. Brogden	Walnut Hills	HS Sources of Strength Club Advisor	745.78
Haley Brown	Taft HS	HS Reserve Volleyball Coach	875.96@
Haley Brown	Taft HS	MS Head Volleyball Coach	1,576.77
Richard J. Canter	Walnut Hills	HS Tri-M Music Honor Society Advisor	745.78
Daniel Caproni	Western Hills	HS E-Sports Coordinator	1,436.63
Samantha Gerwe-Perkins	Walnut Hills	HS Yearbook Advisor	2,696.92#
Hannah M. Greulich	Walnut Hills	HS 12 th Grade Class Advisor	613.17@
Hannah M. Greulich	Walnut Hills	HS Model United Nations Club Advisor	745.78
Jessica D. Handshoe	Walnut Hills	HS Red Cross Club Advisor	745.78
Johanka M. Hart-Tompkins	Walnut Hills	HS Slavic & Russian Club Advisor	745.78
Ayesha Holliman	Withrow	HS Reserve Cheerleader Coach - Winter	1,313.97
Ayesha Holliman	Withrow	HS Reserve Cheerleader Coach - Spring	1,313.97
Chelsie J. Hoskins	Walnut Hills	HS Student Congress/Exec Council Advisor	1,226.35

RECOMMENDATION 1 – CERTIFICATED PERSONNEL (cont.)

G. ADDITIONAL ASSIGNMENT – (cont.)

Athletic and Co-curricular Activities for the school year 2023-24 – (cont.)

Name	<u>School</u>	<u>Position</u>	<u>Amount</u>
Richard Kerkhoff	Walnut Hills	HS Programming Club Advisor	\$745.78
Elizabeth J. Lloyd	Walnut Hills	HS 10 th Grade Class Advisor	481.79#@
Susan E. Macsotai	Walnut Hills	HS Sustainability Club Advisor	745.78
Ashley N. Markesbery	Walnut Hills	HS Yoga Club Advisor	745.78
Michelle M. Martinez	Walnut Hills	HS 11th Grade Class Advisor	613.17@
Raelyn V. McCray	Walnut Hills	HS 9th Grade Class Advisor	875.97
Brian J. Meeron	Walnut Hills	HS Academic Math Team Coach	1,795.73
Nicole D. Pennekamp	Walnut Hills	HS Student Council Advisor	1,226.35
Mitchell A. Perdrix	Walnut Hills	HS Doorways for Uganda Club Advisor	745.78
Lauren K. Posta	Walnut Hills	HS SafeBAE Club Advisor	745.78
Anne P. Ramsay	Walnut Hills	HS Math Counts Club Advisor	745.78
Kyle D. Scudder	Walnut Hills	HS KIVA Club Advisor	745.78
Kyle D. Scudder	Walnut Hills	HS Poetry Slam Team Club Advisor	820.36#
Michael R. Sherman	Walnut Hills	HS Thespian Society Club Advisor	745.78
Samantha N. Stephenson	Walnut Hills	HS Youth Philanthropy Council Advisor	820.36#
Samantha N. Stephenson	Walnut Hills	MS 7/8 th Grade Class Advisor	963.57#
Kent W. Stine	Western Hills	HS Pep Band Director	1,156.27
Andries Van Der Bent	Walnut Hills	HS 12 th Grade Class Advisor	788.38@
Kathleen J. Wilke	Walnut Hills	HS Spanish Club Advisor	820.36#

RECOMMENDATION 2 - CIVIL SERVICE PERSONNEL

A. 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.

Daisha Gilliam Custodian Personal Reasons September 1

RECOMMENDATION 2 - CIVIL SERVICE PERSONNEL (cont.)

B. 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 (*).

Positive School Culture Director I – 260 d	lays_		
Yejide S. Mack	\$130,195.89	Equity, Strategy & Culture	September 25
Paraprofessional (Unclassified)			
Darrion Arnold	\$19.51 hr.	Gamble Montessori	September 13
Dahzire Brown	19.51 hr.	Silverton	September 6
Chastidy Castro	19.51 hr.	Sands Montessori	September 11
Ryan Fields	18.40 hr.	AWL	September 11
Allison Fisher	18.40 hr.	Dater Montessori	September 14
Laura Hughes	18.40 hr.	Sands Montessori	September 14
Jameica Leaks	18.40 hr.	Rothenberg	September 11
Christina Middendorf	19.51 hr.	Midway	September 8
Oscar Pressley	19.51 hr.	Taft ES	September 7
Brian Reeves	18.40 hr.	Silverton	September 11
JoAnn Spurling	18.40 hr.	College Hill	September 13
Angeles Williams Meyer	19.51 hr.	AWL	September 6
Security Assistants II (Unclassified)			
Rayshundra Higgins	\$18.69 hr.	Rockdale	September 11
Mark Summerour	18.69 hr.	Sands Montessori	September 11
Johniqua White	18.69 hr.	Gamble Montessori	September 11
Custodian (Classified)			
Teauna Brown	\$18.26 hr.	Facilities	September 8
Charla Powell	18.26 hr.	Facilities	October 8
Charla Fowell	16.20 III.	racinues	October 8
Student Service Assistants (Unclassified)			
Aljeaner McPherson	\$15.76 hr.	Ethel M. Taylor	September 19
Sub Food Service Helper (Unclassified)			
Yolanda Baggett	\$15.00 hr.	Student Dining Service	September 18
Gregory Boglin	15.00 hr.	Student Dining Service	September 18
Jamie Brazzle	15.00 hr.	Student Dining Service	September 18
Nikkia Hancock	15.00 hr.	Student Dining Service	September 19

RECOMMENDATION 2 - CIVIL SERVICE PERSONNEL (cont.)

B. APPOINTMENT – (cont.)

Sub Food Service Helper (Uncl	assified) – (cont.		
Donnetta Leathers	\$15.00 hr.	Student Dining Service	September 18
Shirley McGlothin	15.00 hr.	Student Dining Service	September 18
Sharon Norris	15.00 hr.	Student Dining Service	September 18
Bari North	15.00 hr.	Student Dining Service	September 18
Sheureka Ringwood	15.00 hr.	Student Dining Service	September 18
Ceauna Robinson	15.00 hr.	Student Dining Service	September 18

Athletic and Co-curricular Activities for the school year 2023-24

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>
Justin A. Beers	Taft HS	HS Asst Varsity Football Coach	\$4,297.53
Asia Dodson	Aiken	HS Reserve Volleyball Coach Girls	1,751.93
Alecdrick V. Duett	Riverview	HS Asst Varsity Football Coach	2,148.77@
Jay E. Jung	Walnut Hills	MS Head Soccer Coach Boys	1,576.77
Sylvester L. Neal	Woodward	HS Asst Reserve Football Coach	2,627.90
Vinnie V. Phillips	Aiken	HS Reserve Football Coach	3,227.07
Shauniece L. Steele	Walnut Hills	HS 11th Grade Class Advisor	1,226.35

C. 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 (*).

ELL Manager I - 260 days		From:			
Adam C. Cooper	\$111.883.63	Inst. Equity	ESL Teacher	\$92,478.78	September 19
1	, , ,	1 3		, , , , , , , ,	1
State & Federal Programs N	<u> 1anager I – 260 da</u>	a <u>ys</u> From:			
Nanette M. Hagood	\$111,883.62	Treasurer	Financial Data Spec.	\$79,757.97	September 19

RECOMMENDATION 2 - CIVIL SERVICE PERSONNEL

(cont.)

D. 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.

Food Service Helper (<u>Unclassified)</u>	From:			
Keneedra Barker	\$18.26 hr.	Dater HS	Sub. Food Service	\$15.00 hr.	August 28
Geanita Cole	18.26 hr.	Fairview	Sub. Food Service	15.00 hr.	August 28
Raykell Lewis	18.26 hr.	North Avondale	Sub. Food Service	15.00 hr.	August 28
Rhonda Lewis	18.26 hr.	Chase	Sub. Food Service	15.00 hr.	August 28
Tanisha Mathis	18.26 hr.	Westwood	Sub. Food Service	15.00 hr.	August 28
Amari Phillips	18.26 hr.	Covedale	Sub. Food Service	15.00 hr.	August 28
Senait Samuel	18.26 hr.	Carson	Sub. Food Service	15.00 hr.	August 28
Rahel Ylgezu	18.26 hr.	Westwood	Sub. Food Service	15.00 hr.	August 28

E. 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.

The following are recommended for a stipend for the 2023-24 school year. Funding is from the General Fund and (*) denotes other than General Fund.

Athletic and Co-curricular Activities for the school year 2023-24 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>
Denice D. Burnett	Taft HS	HS Reserve Volleyball Coach	\$876.96@
Leondre A. Dean	Western Hills	HS Asst Varsity Football Coach	4,297.53
Acacia Moraes Diniz	Walnut Hills	HS Muslim Student Association Club Advisor	745.78
Ryan T. Morris	Walnut Hills	MS Specialized Swim Coach – Boys	525.58@

Iranetta Rayborn Wright Superintendent of Schools

Ms. Jones moved and Ms. Wineberg seconded the motioned to approve the Recommendations of the Superintendent of schools

Ayes: Members Bolton, Jones, Moffett, Wineberg, Lindy (5) Noes: Bolton no to page 8 section B Civil Service personnel

Absent: Craig and Moroski

President Lindy declared the motion carried.



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REPORT OF THE TREASURER

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- VI. CINCINNATI PRESCHOOL PROMISE PAYMENT SCHEDULE (ATTACHMENT #2)

REPORT OF THE TREASURER

Fund L	egend	
Fund #	Fund Description	Purpose
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.

Fu	nd Legend	REPORT OF THE TREASURER (cont.)
	Fund Description	Purpose
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.

Fu	nd Legend (cont.)	
Fund #	Fund Description	Purpose
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	School wide Building Program	The purpose of this bulletin is to inform you of the creation of a School wide Building Program Fund. The School wide 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.

I. AGREEMENTS & AMENDMENTS

That the Treasurer be authorized to enter into an agreement with the following Vendors/Consultants: (SEE ATTACHMENT #1)

II. THEN AND NOW CERTIFICATES

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

Vendor/Consultant Name Amount CPS Location

A. Willis Music Co \$9,078.52 Instructional Equity

Funding Source: General Fund

Explanation: (Inv# 2164490) Band Method Books

B. Bi-Okoto Drum & Dance \$3,000 School and Community Partners

Theatre

Funding Source: General Fund

Explanation: (Contract #C2400685) Then and now to provide summer enrichment for SY 2021-2022.

C. University of Cincinnati \$7,684.72 School and Community Partners

Funding Source: General Fund

Explanation: (Contract # C2400681) Then and Now to pay outstanding invoice for rental event space and catering services for Peer Leadership participants

D. Morgan's Canoe & Outdoor \$9,210 Clark Montessori HS

Ctr Inc.

Funding Source: District Managed Student Activity Fund

Explanation: (Contract # C2400976) Then and Now to pay for services for Clark Montessori Jr. High Fall

Camp Activities

III. FOR BOARD INFORMATION

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

Vendor/Consultant Name Amount Not to Exceed Agreement Dates

School/Department Responsible: Athletics & Extracurricular

A. Playground Equipment \$24,000.00 **09/19/2023 – 12/31/2023** Services

Funding Source: General Fund

Purpose: service agreement to provide field maintenance for cps fields for the 2023-24 academic school year. Contracted services requested by Josh Hardin, district athletic manager.

School/Department Responsible: School & Community Partners

B. Multiple Vendor Order \$32,500.00 **08/29/2023 - 06/30/2024**

Funding Source: ESSER Elem Second Scho Emerg,

Purpose: To provide transportation, service agreement to provide transportation to seven district student collaborations, 2,500+students, for the 2023-2024 Academic school year, utilizing Petermann Bus company, First Student, UTS, and Kemper Shuttle, to provide transportation to STEM, Professional Development, and Enrichment events, to promote the academic success of all participants.

School/Department Responsible: Curriculum

C. PBIS Rewards \$13,090.00 **09/22/2023 - 06/30/2024**

Funding Source: Title IV-A StudSuppandAcadEnri,

Purpose: To purchase a PBIS reward program for behavior management for Aiken, Spencer Center, Midway, Withrow, and Woodward.

School/Department Responsible: ITM Management

D. Primax Marketing Group Inc. \$28,612.50 **07/01/2023 - 09/30/2023**

Funding Source: General Fund

Purpose: To provide advanced client support for district pc and apple desktop, laptops, and tablets devices with the primary focus on iMacs, MacBook's, and iPad.

III. FOR BOARD INFORMATION

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

Vendor/Consultant Name Amount Not to Exceed Agreement Dates

School/Department Responsible: ITM Management

E. Cincinnati Bell Technology \$42,840.00 **07/01/2023 - 09/30/2023**

Funding Source: General Fund,

Purpose: To provide an instructional designer for the Creation of students, families and staff instructional materials (videos, guides, how-to instructions, and webpages. Extension for Q1 2023/24 July 1st - Sept 30, 2023.

School/Department Responsible: Facilities Management

F. American Elevators Inc. \$37,500.00 **07/01/2023 - 06/30/2024**

Funding Source: Classroom Fac. Maintenance Fund,

Purpose: RFP Award to provide preventative maintenance and repairs for district elevators. RFP B2100005 was awarded and approved June 28, 2021. This is the third year of a three year agreement

G. Cincinnati Safety Fire \$33,596.00 **07/01/2023** – **6/30/2024** Protection Services LLC

Funding Source: General Fund, Classroom Fac. Maintenance Fund,

Purpose: To provide fire extinguishers, sprinkler systems and fire suppression services for the district. This is part of RFP #b2100006 and is the third year of a three year contract.

H. Jones Construction Inc. \$12,500.00 **07/01/2023 - 09/30/2023**

Funding Source: General Fund, Classroom Fac Maintenance Fund, **Purpose:** FY24 blanket to provide concrete repairs as needed.

III. FOR BOARD INFORMATION

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

Vendor/Consultant Name Amount Not to Exceed Agreement Dates

School/Department Responsible: College Enrollment

I. ePrep Inc. \$14,864.00 **09/20/2023 - 06/30/2024**

Funding Source: Title I Disadv Children Fund,

Purpose: To provide testing and access to online act prep quizzes and Vocabulary Builder to students. Includes

CREATD - responsive exam assignment test development.

J. Multiple Vendor Order \$15,000.00 **09/19/2023 - 06/30/2024**

Funding Source: General Fund,

Purpose: Payments for books purchased at various colleges and universities by cps college credit plus students

taking CCP courses during the 2023-24 school year.

School/Department Responsible: Employee Effectiveness

K. vChief LLC \$38,400.00 **07/18/2023 - 06/30/2024**

Funding Source: General Fund

Purpose: To provide continuous project management and strategic planning support.

School/Department Responsible: Treasurer

L. Capitalize Data Analytics LLC \$16,500.00 **09/19/2023 - 06/30/2024**

Funding Source: General Fund

Purpose: Professional services for creation of financial dashboards in the CPS Cognos environment. Services

billed as needed.

III. FOR BOARD INFORMATION

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

Vendor/Consultant Name Amount Not to Exceed Agreement Dates

School/Department Responsible: Non-Public/Auxiliary Services

M. Hamilton County Educational \$42,047.60 **09/19/2023 - 05/31/2024**Service Center - HCESC

Funding Source: Auxiliary Services (NPSS) Fund, Title IV-A Stud Sup

Purpose: To provide counseling services to meet the social-emotional needs of TITLE I students.

N. Finneytown Board of \$40,755.59 **09/19/2023 - 06/30/2024**

Education

Funding Source: Title I Disadv Children Fund,

Purpose: Title funds to Finneytown BOE for services provided to students residing in the Cincinnati Public

School attendance area.

School/Department Responsible: Pleasant Ridge Montessori ES

O. Imago \$15,000.00 **09/18/2023 - 06/30/2024**

Funding Source: Other Grant Fund,

Purpose: To provide an outdoor education program for Kindergarten through 3rd grade students.

School/Department Responsible: Hughes STEM HS

 P. Hamilton County Educational
 \$39,938.67
 10/01/2023 - 05/30/2024

 Service Center - HCESC
 \$39,938.67
 10/01/2023 - 05/30/2024

Funding Source: Title 1 Sch Improve Stimulus A,

Purpose: Included in the master service contract to provide a data coach for Hughes STEM High School for the 2023/2024 academic school year. Services contract requested by J. Williams, school principal. This is part of request for proposal "RFP" 23cudc02 that was awarded and board approved on 6/22/2022. This is the first of two renewal options.

IV. GRANT AWARDS

That record is made of a grant award from the following Grantors:

Learning Links Awards:

Grantor Name	Amount	Location	Purpose	Fund
Greater Cincinnati Foundation	\$1,250.00	Academy of World Languages	Supports the Building a Thinking Math Classroom Program	019- Other Grants
Greater Cincinnati Foundation	\$1,250.00	Cincinnati Digital Academy	Supports the FORE Interdependence of Life Environmental Science Series	019- Other Grants
Greater Cincinnati Foundation	\$1,250.00	Cincinnati Digital Academy	Supports the Lego Robotics Club	019- Other Grants
Greater Cincinnati Foundation	\$1,250.00	Cincinnati Digital Academy	Supports the iFly Education Program	019- Other Grants
Greater Cincinnati Foundation	\$1,250.00	Cincinnati Digital Academy	Supports the iSpace iMission Program	019- Other Grants
Greater Cincinnati Foundation	\$1,250.00	Evanston Academy	Supports the Evanston Garden Project	019- Other Grants
Greater Cincinnati Foundation	\$1,250.00	Robert A. Taft Information Technology High School	Supports the STRIDES Rewards/Real World Practice Program	019- Other Grants
Greater Cincinnati Foundation	\$1,250.00	Roll Hill School	Supports the Roll Hill Willingness Project	019- Other Grants
Greater Cincinnati Foundation	\$1,000.00	Walnut Hills High School	Supports the Innovative Engraving Program	019- Other Grants

V. NEW COMMUNITY REINVESTMENT AREA AGREEMENTS

Agreement:	Years	Annual Revenue	Est. Total
Revenue			
Four Corners, LLC	13 years	\$168,815.32	\$2,194,599.11

Description: Construction of three new residential buildings, containing 134,620 sq. ft. of residential living space, consisting of approximately 136 residential (student & multi-family) living units with a clubhouse and leasing office. Ordinance 223-2022, Agreement 35x2023-181.

Paramount Launch, LLC

15 years

\$78,349.79

\$1,175,246.92

Description: Improvements and renovation of existing historic structures & construction of a new 5 story building; creating 56 residential dwellings (29,988 sq. ft.) and commercial space (6,790 sq. ft.). Ordinance 376-2022, Agreement 35x2023-191.

PL Durner, LLC

15 years

\$17,016.58

\$255,248.76

Description: Renovation and remodeling of existing structure, creating 10,000 sq. ft. of commercial office space. Ordinance 377-2022, Agreement 35x2023-190.

PL Race, LLC

15 years

\$16,584.42

\$248,766.25

Description: Renovation and remodeling of existing structure, creating 13,000 sq. ft. of commercial office space. Ordinance 378-2022, Agreement 35x2023-189.

Ruebel, LLC

13 years

\$3,397.96

\$44,173.51

Description: Renovation and remodeling of existing building, creating 4,981 sq. ft. of residential rental living space consisting of 7 apartment units, and approximately 1,208 sq. ft. of commercial office space. Ordinance 486-2019, Agreement 35x2023-187.

VI. CINCINNATI PRESCHOOL PROMISE PAYMENT SCHEDULE (SEE ATTACHMENT #2)

Fund	Total Amount
001- General Fund	\$1,817,450.22
507- ESSER Cares Act Funding	\$1,959,033.94
536- Title I School Imp. Stimulus A	\$77,847.32
551- Title III – Limited English Proficiency	\$596,502.23
572- Title I – Disadvantaged Children/Targeted Assistance	\$316,910.94
300- District Managed Student Activity Fund	\$ 9210.00
584- Student Supplement and Academic Enrichment	\$55,137.60
034- Classroom Facilities Maintenance Fund	\$83,596.00
019- Other Grants Fund	\$15,000.00
Grand Total	\$4,930,688.25

REPORT OF THE TREASURER REVISONS (cont)

Contract Number: C2400995

Department Name: Student Services

Vendor: N2Y LLC **Start Date - End Date:** 9/19/2023 – 6/30/2024

Amount: \$ 140,436.00

Fund: IDEA-B

Purpose: Service agreement to provide electronic instructional materials supplies using unique learning systems and N2Y learning systems for students with disabilities for the 2023-24 school year. Contracted services requested by Margaret Hall, Director of Student Services. This is part of RFP# b230016 that was awarded and the board approved on 8-7-2023. This is the first year of a one year agreement.

Ms. Bolton moved and Ms. Wineberg seconded the motion that the revised Treasurer's Report be approved.

Ayes: Members Bolton, Jones, Moffett, Wineberg, Lindy (5) Abstain: Member Moffett abstained from the Lighthouse

Absent: Craig and Moroski

President Lindy declared the motion carried.

INQUIRIES/UPDATES

Board Member: Wineberg- would like to continue the discussion around communication between the Board members and the Superintendent.

Board Member: Bolton - LSDMC Handbook needs a formal adoption by the Board Members.

Board Member: Bolton – Would like an update on the zoning effort for the Rawson property. General Counsel provided Board Member Bolton with an update during the meeting.

Board Member: President Lindy – would like to discuss the date option for the joint meeting with Preschool Promise Board Members and CPS Board Members. The board secretary is working on some dates that work with everyone's availability.

Board Member President Lindy – Received an email from the Board Chair of Preschool Promise regarding the current and past relationship with CPS. The Board chair would like to get a negotiating team together and sit down.

ASSIGNMENTS

Board Member: Bolton Assigned the Board to review the history of the initial voting and renewal language before it gets to the public.

ADJOURNMENT

The Board adjourned at 08:31 p.m.

Jennifer M. Wagner