



April 5

2021

REPORT OF THE POLICY AND EQUITY COMMITTEE

The Policy and Equity Committee met on Thursday, March 25, 2021, at 9:00 AM, via the Blue Jeans Video Conferencing Tool.

VIRTUAL ATTENDEES

Student Achievement Committee Members

Chairperson Mike Moroski, Eve Bolton, Ben Lindy

Administration

Daniel Hoying, General Counsel; Stephanie Scott, Assistant General Counsel

Cincinnati Chamber Orchestra

Ralf Ehrhardt, Finance Director/Grant Writer

Cincinnati Chamber Orchestra - Alcohol Waiver Request

Ralph Ehrhardt shared with the Committee that the Cincinnati Chamber Orchestra is currently planning for an outdoor Summermusik 2021 season in August due to current COVID rules and regulations.

However, in case things take a dramatic turn for the better, they are also planning for indoor venues at the School for the Creative and Performing Arts on Saturday, August 7 and Saturday, August 21 for Summermusik 2021. The Cincinnati Chamber Orchestra is asking for an alcohol waiver to serve wine during the event at the school.

ACTION: The Committee agreed with the request and, if the situation changes making indoor venues allowed at Summermusik 2021, will recommended approval of the waiver to the Board.

Circle Tail Information Follow-Up

Committee Chair Moroski reported he forwarded to Committee members the research information showing the benefits of facility dogs shared by Leslie Kreines, Coordinator of Facility School Placements with Circle Tail. The Committee did not have any questions regarding the information.

Mr. Moroski shared that he will be talking with Rhea Bender, the student at Clark Montessori who originally approached him regarding the use of therapy dogs in the schools.

Board Policies for Board versus Administration

The Committee discussed the list of Board policies which actually pertain to and guide the work of the Board and not just set parameters for the Administration and teachers. Committee Chair Moroski reported that the list was approved by the Board as part of the Committee's Work Plan.

MORE ABOUT THE "WORK"

0000	Bylaws - ALL	General Counsel to review
1130	Conflict of Interest	
1210	Board Superintendent Relationship	
1220	Employment of the Superintendent	Remove – not everyday work
1230	Superintendent of Schools	
1240	Evaluation of the Superintendent	
1310	Employment of the Treasurer	Remove – not everyday work
1320	Duties of the Treasurer	
1330	Evaluation of the Treasurer	
1430.01	Family Medical Leave Act ("FMLA")	Remove – not Board work
2261.01	Parent and Family Engagement in Federal Programs	Giant – may want to focus
2412	Homebound Instruction Program	General Counsel to review
3531	Unauthorized Work Stoppage... ORC...4117.01	Should be reviewed – negotiations
5421	Grading	Updating required
7560.01	Creation of High Quality Schools	Review required
8525	Good Food Purchasing (as it relates to procurement)	
9555	Partnerships with Businesses	Possible consolidation of 9555, 9500, 9700

MORE ABOUT THE "PHILOSOPHY"

1100	District Organization	
1110	Assessment of the Boards Vision, Mission, and Goals	
1411	Whistleblower Protection	
2114	Meeting State Performance Indicators	
2120	School Improvement	
2131	Educational Outcome Goals	
2210	Curriculum Development	
2220	Adoption of Courses of Study	
2255	Equity and Excellence in Education	
2256	Anti-Racism Policy	
2260	Nondiscrimination and Access to Equal Educational Opportunity	
2261	Federal Services	
2430	Community Partnerships	
2510	Adoption of Textbooks	
3112	Board Employee Communications	
3120.07	Contracting With Consultants	
3122	Nondiscrimination and Equal Employment Opportunity	
6000	Finance - ALL	Review required
7500	Community Learning Centers	
8400	School Safety	
8462	Student Abuse and Neglect	
8600.01	Supervision of Transported Students	
8800	Religious, Patriotic Ceremonies and Observations	
9140	Parent - Family Engagement	
9141	Community Engagement	
9142	Local School Decision Making Committee (LSDMC)	

Committee member Bolton provided a historical perspective regarding the Administrative guidelines and procedures—they were in place, but were not being published. Under Superintendent Mitchell, there has been a lot of improvement. This is why Ms. Bolton believes it is important to define Board Work versus Philosophy in order for the Board to stay in the bigger picture to help move the District forward.

Ohio Principal Evaluation System (OPES)

Committee member Bolton reported that a few years ago, the State Board of Education required school districts to have a teacher evaluation policy. CPS approved the Ohio Teacher Evaluation System (OTES) as a policy, and CPS is in OTES 2.0 this year.

Similar to OTES, the Educator Standards Board (ESB) has worked on the Ohio Principal Evaluation System (OPES) for a number of years and has now completed and approved the final draft of all OPES documents. That approved draft has now been sent to the State Board of Education for hearings and adoption, possibly in April 2021.

If the State Board approves it, districts can volunteer to enter OPES next year. The districts that are currently doing OTES 2.0 are encouraged to volunteer.

The CPS Administration will need to make a determination regarding the opportunity to participate in the first year of OPES and the Policy Committee will have to determine whether a policy would then be required.

An important note is that OPES totally parallels OTES with regards to time frame, values, and rubrics. It will also help school districts measure themselves against other districts.

ACTION: General Counsel Hoying will begin drafting the policy.

Policy 7100 – Facilities Planning

The Committee reviewed the Administration’s revisions to the policy, which included suggested language regarding responsible bidder from Committee member Lindy.

Mr. Hoying reported to the Committee that these requirements are part of CPS’ RFP process and provided in Purchasing and Business policies. If Committee members have not seen it already, he recommended looking at the *Doing Business with CPS* page (<https://www.cps-k12.org/about-cps/doing-business-with-cps>), as it has lots of information and describes requirements.

After discussion, the Committee determined the suggested language belongs in another policy and not in Policy 7100. CPS’ purchasing and responsible bidder policies will be reviewed for updating.

Also, Ms. Bolton recommended including language about accessibility in the first paragraph of the policy.

ACTION: The Committee agreed with the Administration’s recommended revisions, as well as Ms. Bolton’s recommendation to add “and accessible” to the first paragraph of Policy 7100 and will recommend the policy to the Board for approval at the Regular Board meeting on April 5, 2021.

ACTION: CPS’ purchasing and responsible bidder policies will be reviewed at the Committee meeting on Thursday, April 29, 2021.

Continued Review of Policies

Policy 7420 – Hygienic Management

The Committee reviewed the policy and Committee member Bolton recommended the job title be updated.

ACTION: The Committee agreed with the recommended revision to Policy 7420 and will recommend the policy to the Board for approval at the Regular Board meeting on April 5, 2021.

Policy 7430 – Risk Reduction Program

Ms. Bolton questioned if the language in the policy is strong enough. Mr. Hoying reported that it is consistent with what is required by Ohio Revised Code, and pointed out that CPS Environment Health and Safety Department is unique.

Committee member Bolton shared that the policy does not reflect that CPS has elevated it to a priority, and would like it to continue if there is a change of superintendents. She recommended it be stronger and suggested similar to the nutrition policy.

ACTION: General Counsel will make changes to the policy for review at the Committee meeting on Thursday, April 29, 2021.

Policy 7434 – Use of Tobacco

The Committee discussed replacing “students and staff” with the more inclusive phrase “students, parents, staff, and visitors.”

ACTION: The Committee agreed with the recommended revision to Policy 7434 and will recommend the policy to the Board for approval at the Regular Board meeting on April 5, 2021.

7440 – Plant Security

The Committee reviewed the Administration’s recommended revisions to Policy 7440.

ACTION: The Committee agreed with the Administration’s recommended revisions to Policy 7440 and will recommend the policy to the Board for approval at the Regular Board meeting on April 5, 2021.

Other Business

As assigned to the Policy and Equity Committee from the Board, Committee Chair Moroski raised a concern regarding outside parent/church groups that may be using CPS school names in the promotion of their groups. The concern is if the group’s goals/values don’t align with CPS’s.

Mr. Hoying reported that he followed up with several high schools and did not get a sense that it was an issue in the last couple of years. He pointed out that the equal access act provides that self-initiated student groups have the ability to organize and can’t discriminate.

ACTION: Mr. Hoying will research further to determine if outside parent/church groups may be using CPS school names in the promotion of their groups.

Hearing the Public

The following person addressed the Board regarding the topic indicated:

1. Frederick E. Lampe Responsible Bidder Conversation

The meeting adjourned at 10:19 a.m.

Policy Committee

Mike Moroski, Chair

Eve Bolton

Ben Lindy

Staff Liaisons

Dan Hoying, General Counsel

Paul McDole, Director, Human Resources, *absent*