



March 10

2021

REPORT OF THE POLICY AND EQUITY COMMITTEE

The Policy and Equity Committee met on Thursday, February 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

Therapy Dogs

Leslie Kreines, Coordinator of Facility School Placements with Circle Tail, explained to the Committee that the difference between a service dog and a facility dog is the number of people served. A service dog is one person per dog, while a facility dog works with multiple people.

Circle Tail's mission is to find all dogs their working purpose and to support the community with these dogs with the least amount of financial burden. Ms. Kreines explained how the Circle Tail facility program works. Dogs are placed in schools for a three-month internship. Circle Tail provides and covers all the costs and trains all the individuals who will be handling the dogs. At the end of the internship, if it is a good match for the dog and the school, the dog can be purchased at \$3,000 for permanent placement. Circle Tail continues to follow the dogs for life and continues to offer training as needed and if new situations arise.

All the dogs are trained in basic and most advanced skills. Also as the dogs are trained in the service program, they may also spend time in the women's prisons for advanced training skills. Over the last year Circle Tail has placed 12 dogs that have all been successful and gone to permanent placement.

As Circle Tail is a non-profit organization, they continually apply for grant money to assist with expenses in order to be able to provide extra financial support should a school need it. All funds received for the facility dogs go back into helping train future dogs. All placement dogs are valued at \$20,000 each.

Committee member Lindy questioned what concerns or issues critics of the program may have. Ms. Kreines reported concerns are usually regarding liability, allergies, and fear of animals.

Circle Tail works with the school before beginning an internship to help educate all involved. She said this starts with providing clarification that it will be a facility dog and not a service dog.

Committee Chair Moroski asked if there was any comparative data that show discipline or mental health outcomes for schools with dogs versus those without dogs.

Ms. Kreines shared that there is a lot of research showing the benefits of facility dogs and she will forward the information to the Committee.

Locally, Circle Tail has placed facility dogs in schools in the Lakota, Mason, and Northeastern school districts, as well as through the Hamilton County Education Service Center. Facility dogs are also placed in a firehouse and the courthouse.

Committee Chair Moroski shared with the Committee the impetus for inviting Circle Tail to present to the Committee was Rhea Bender, a student at Clark Montessori, who approached him regarding the use of therapy dogs in the schools, given that CPS students are experiencing trauma on a daily basis.

Workplan Review and Adoption

The Committee discussed the 2021 workplan, which Mr. Moroski shared is somewhat predefined, as the CPS Bylaws require *each policy is reviewed at least once every three years, including an analysis of whether each policy serves the Board’s goals in terms of equity.*

Committee member Bolton suggested adding to the workplan the part of the Bylaws for the Policy and Equity Committee.

The 2021 Workplan (copy attached) was approved the Committee. It will be submitted to the full Board for approval in March.

Board Policies for Board versus Administration

The Committee discussed the following list of Board policies and which actually pertain to and guide the work of the Board and not just set parameters for the Administration and teachers. Once this list is reviewed and edited, the final list will define what the Board does and what Board members do in order for the Board to stay in the bigger picture to help move the District forward.

MORE ABOUT THE "WORK"

- 0000 Bylaws - ALL
- 1130 Conflict of Interest
- 1210 Board Superintendent Relationship
- 1220 Employment of the Superintendent
- 1230 Superintendent of Schools
- 1240 Evaluation of the Superintendent
- 1310 Employment of the Treasurer
- 1320 Duties of the Treasurer
- 1330 Evaluation of the Treasurer
- 1430.01 Family Medical Leave Act ("FMLA")
- 2261.01 Parent and Family Engagement in Federal Programs
- 2412 Homebound Instruction Program
- 3531 Unauthorized Work Stoppage... ORC...4117.01
- 5421 Grading
- 7560.01 Creation of High Quality Schools
- 8525 Good Food Purchasing (as it relates to procurement)
- 9555 Partnerships with Businesses

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
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)

ACTION: The Committee will discuss and review the list of Board policies at the Committee meeting on March 25, 2021.

Policies for Possible Auditing for Compliance

Committee Chair Moroski said one of the Board's primary responsibilities is establishing policies, and the Administration then carries out the policies, and that due to Superintendent Mitchell's re-emphasis on the application and enforcement of District policies, procedures were written for every CPS policy.

Mr. Moroski stated that the Committee's discussion of the list of Board policies for the Board versus the Administration dovetails with the topic of policies for possible auditing for compliance; therefore, the discussion and review of the list will be part one.

Policy 7100 – Facilities Planning

The Committee reviewed the Administration's revisions to the policy. Committee member Lindy said he thought responsible bidder or prevailing wage language was to be added.

The Committee discussed the fact that some requirements are already provided in Purchasing and Business policies. Mr. Hoying suggested that Robin Brandon, Director of Facilities, attend the March Committee meeting to present information regarding Purchasing policies.

Committee member Bolton stated that it is important for the Administration to come back and report where that information is already included. It should not appear to be new and she suggested adding a reference in policy 7100.

Also, Ms. Bolton recommended “school” be changed to “school/learning center” in the policies.

ACTION: The Committee agreed with the recommendation to change the word “school” to “school/learning center” in CPS policies.

ACTION: For the Committee meeting on March 25, 2021: (1) Robin Brandon, Director of Facilities, will present information regarding Purchasing policies to the Committee; and (2) the Administration will make revisions to Policy 7100 for review.

Policy 7230.01 – Donations for Buildings and Grounds

ACTION: The Committee agreed with the Administration’s recommended revisions to Policy 7230.01 and will recommend the policy to the Board for approval at the Regular Board meeting on March 10, 2021.

7410 – Maintenance

The Committee reviewed the Administration’s recommended revisions to Policy 7410. Committee member Bolton suggested adding information regarding air quality. Committee Chair Moroski agreed with the suggestion.

Ms. Bolton questioned if there are policies regarding the updating of technology. Mr. Moroski reported that a number of technology policies were updated last year; however, he didn’t recall any that specific regarding updating technology.

ACTION: The Committee agreed with the Administration’s recommended revisions to Policy 7410 and will recommend the policy to the Board for approval at the Regular Board meeting on March 10, 2021.

Community Oversight Board for Policy 2256

Committee Chair Moroski reported that comments and concerns have been communicated regarding community oversight of Policy 2256—specifically, the composition of an oversight committee and who would appoint the members.

He shared that CPS has begun the hiring process for the Diversity, Equity and Inclusion Manager position.

Stephanie Scott, Assistant General Counsel, shared that the policy provides for community oversight through each school’s Local School Decision Making Committee (LSDMC):

An ongoing school site committee in each school regarding anti-racism efforts and accountability should be a subset of the LSDMC that includes students, employees, administration, families and community members. This committee’s work must also be a part of each school’s One Plan or equivalent.

Mr. Moroski suggested that the responsibility can reside with the LSDMCs.

Committee member Bolton stated that community oversight takes place at the ballot box, through the election of Board members.

Policy 2256 – Anti-Racism has resulted in the creation of a position and the hiring of an individual whose whole job is to ensure the policy is followed and enforced.

Committee member Bolton said that the Diversity, Equity and Inclusion Manager position is part of internal control, but there is also the requirement for the Superintendent to develop a plan.

Continued Review of Policies

For the Committee meeting on March 25, 2021, the following items will be discussed:

Policy and Equity Committee 2021 Workplan

Policy 7100 – Facilities Planning

Circle Tail – Information

7000 Series – the final policies that need to be reviewed/updated

Human Resources Policies

Other Business

The Committee discussed the evaluation of the Superintendent and possibly changing the date from March 1 to a date after the student learning information has been received (maybe late June).

As the evaluation of the Superintendent is the responsibility of the Student Achievement Committee, it will be sent to SAC for the meeting on March 5, 2021.

Hearing the Public

The following persons addressed the Board regarding the topics indicated:

1. Kendra Phelps Community Oversight Board for Policy 2256

The meeting adjourned at 10:29 a.m.

Policy Committee

Mike Moroski, Chair

Eve Bolton

Ben Lindy

Staff Liaisons

Dan Hoying, General Counsel

Paul McDole, Director, Human Resources, *absent*

Policy and Equity Committee

Committee Workplan Calendar Year 2021

OVERARCHING GOAL:

The Policy and Equity Committee will intentionally design data-informed, customer-focused and student-centered, user-friendly policies and processes to create efficient and effective systems. *(Policy and Equity Committee suggestions from Strategic Plan items 3.3, 3.4, 4.1, 4.4, 1B, 3C, 3D, 4A, 4B, 4C)*

ORGANIZATION

The Policy and Equity Committee will meet at 9:00 – 10:30 am on the fourth Thursday of each month. The meetings may take place in person or virtually.

COMMITTEE MEMBERS

Mike Moroski, Chair
Eve Bolton
Ben Lindy

RESPONSIBILITIES OF THE POLICY AND EQUITY COMMITTEE

The Policy and Equity Committee shall do the following:

- A. Receive and act on reports and/or recommendations from the Administration concerning proposed revision of current policy, addition of new policy, or rescission of current policy, including as necessary to comply with State or Federal law.
- B. Receive suggestions or concerns from students, parents, employees, and taxpayers concerning the effectiveness of current policy or the need for new policy.
- C. Respond to assignments from the full Board for the development and drafting of new policies or revision of current policies.
- D. Ensure each policy is reviewed at least once every three (3) years, including an analysis of whether each policy serves the Board's goals in terms of equity.
- E. Develop an annual workplan to include the specific responsibilities as stated above to be submitted to the Board for approval.
- F. Monitor the fair and equitable use of goods and services within the Policy Committee's responsibilities.
- G. The committee Chair, Board, Board staff, and District administration will engage community members and organizations around responsibilities of the committee; Public Affairs representatives will be assigned to every committee meeting.

Strategic Plan – Goals and Strategies

- 3.3 Ensure transparent and consistent communications that are responsive to our staff, families, and community.
- 3.4 Improve customer satisfaction by improving performance of our Customer Care Center, including metrics for average resolution time, most-used workflow, and overall support volume.
- 4.1 Adopt and implement a continuous improvement process that encourages innovation and relies heavily on scorecard accountability.
- 4.4 Increase employee engagement across all employee groups to meet or exceed industry average.

Strategic Plan – Strategic Outcomes

MEASURE 1B	Eliminate District and school-level policies, programs, operations, and practices that are not integrated with the principles of equity and inclusion.
MEASURE 3C	<p>Improve customer satisfaction by improving performance of our Customer Care Center, including metrics for average resolution time, most-used workflow, and overall support volume.</p> <ul style="list-style-type: none">— 2019-20 School Year: Establish baseline metrics for average resolution time, most-used workflow and overall support volume for the Customer Care Center.— 2020-21 School Year: Decrease average resolution time by 10 minutes, and leverage resources to support the most-used workflows to reduce the amount of waiting time in overall support volume.— 2021-22 School Year: Maintain reductions in average resolution time, and sustain investment in resources to support most-used workflows to reduce waiting time in overall support volume.
MEASURE 3D	The Board will assume responsibility for open and inclusive meetings as well as community engagement processes.
MEASURE 4A	<p>Ensure that each school and department is running a quality improvement (QI) process, increasing QI projects from 69% to 100%.</p> <ul style="list-style-type: none">— 2019-20 School Year: 50% of schools running a QI project; 75% of departments running a QI project.— 2020-21 School Year: 75% of schools running a QI project; 100% of departments running a QI project.— 2021-22 School Year: 100% of schools running a QI project; maintain 100% of departments running a QI project.
MEASURE 4B	Create and publish documented procedures that are centrally available for every department, and ensure that every new or amended Board policy has an associated procedure.
MEASURE 4C	<p>Increase employee engagement across all employee groups to meet or exceed industry average.</p> <ul style="list-style-type: none">— 2019-20 School Year: Increase engagement with central office employees by 7%.— 2020-21 School Year: Increase engagement with central office employees by 8%; increase engagement with clerical employees by 7%.— 2021-22 School Year: Increase engagement with central office employees by 9%; with clerical employees by 8%, and all other staff by 7%.

MORE ABOUT THE "WORK"

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1130	Conflict of Interest
1210	Board Superintendent Relationship
1220	Employment of the Superintendent
1230	Superintendent of Schools
1240	Evaluation of the Superintendent
1310	Employment of the Treasurer
1320	Duties of the Treasurer
1330	Evaluation of the Treasurer
1430.01	Family Medical Leave Act ("FMLA")
2261.01	Parent and Family Engagement in Federal Programs
2412	Homebound Instruction Program
3531	Unauthorized Work Stoppage... ORC...4117.01
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2120	School Improvement
2131	Educational Outcome Goals
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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
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9141	Community Engagement
9142	Local School Decision Making Committee (LSDMC)

Board Policy and Equity Committee - Policy Review Workplan 2021

0000 - BYLAWS

100	Definitions	
100	Identification	
120	Powers and Ethics	
130	Functions	
140	Membership	
150	Organization	
160	Meetings	
170	Duties	

1000 - ADMINISTRATION

1100	District Organization	Reviewed May-July 2018
1110	Assessment of the Board of Education Vision, Mission and Goals	Reviewed May-July 2018
1130	Conflict of Interest	Reviewed May-July 2018
1210	Board Superintendent Relationship	Reviewed May-July 2018
1220	Employment of the Superintendent	Reviewed May-July 2018
1230	Superintendent of Schools	Reviewed May-July 2018
1230.01	Development of Administrative Guidelines	Reviewed May-July 2018
1240	Evaluation of the Superintendent	Reviewed May-July 2018
1240.01	Non-Reemployment of the Superintendent	Reviewed May-July 2018
1260	Incapacity of the Superintendent	Reviewed May-July 2018
1310	Employment of the Treasurer	Reviewed May-July 2018
1320	Duties of the Treasurer	Reviewed May-July 2018
1330	Evaluation of the Treasurer	Reviewed May-July 2018
1340	Non-Reemployment of the Treasurer	Reviewed May-July 2018
1350	Incapacity of the Treasurer	Reviewed May-July 2018
1400	Job Descriptions	Reviewed May-July 2018
1411	Whistleblower Protection	Reviewed May-July 2018
1430.01	Family Medical Leave Act ("FMLA")	Reviewed May-July 2018
1520	Employment of Administrators	Reviewed May-July 2018
1530	Evaluation of Administrators	Reviewed May-July 2018
1540	Suspension of Administrative Contracts	Reviewed May-July 2018
1541	Termination and Resignation	Reviewed May-July 2018

2000 - PROGRAMS

2114	Meeting State Performance Indicators	Reviewed 2018-19
2120	School Improvement	Reviewed 2018-19
2131	Educational Outcome Goals	Reviewed 2018-19
2210	Curriculum Initiatives	Reviewed 2018-19
2220	Adoption of Courses and Study	Reviewed 2018-19
2240	Controversial Issues	Reviewed 2018-19
2250	Curriculum Development	Reviewed 2018-19
2255	Equity and Excellence in Education	Reviewed 2018-19
2256	Anti-Racism Policy	
2260	Nondiscrimination And Access to Equal Educational Opportunity	Reviewed 2018-19
2260.01	Section 504 ADA Prohibition Against Discrimination Based On Disability	Reviewed 2018-19
2260.02	Prohibition Against Harassment of Students and Staff	Reviewed 2018-19
2261	Federal Services	Reviewed 2018-19
2261.01	Parent and Family Engagement in Federal Programs	Reviewed 2018-19
2261.02	Title 1 - Parents' Right to Know	Reviewed 2018-19
2262	School Age-Childcare/Extended Day Programs	Reviewed 2018-19
2270	Religion In The Curriculum	Reviewed 2018-19
2271	College Credit Plus Program	Reviewed 2018-19
2272	College Credit Plus Probation and Dismissal Appeal	
2280	Preschool Program	Reviewed 2018-19
2330	Homework	Reviewed 2018-19
2340	Field And Other District Sponsored Trips	Reviewed 2018-19
2370	Credit Flexibility Educational Options	Reviewed 2018-19
2411	Guidance And Counseling	Reviewed 2018-19
2412	Homebound Instruction Program	Reviewed 2018-19
2416	Student Privacy And Parental Access To Information	Reviewed 2018-19
2420	Career Advising	Reviewed 2018-19
2421	Career Technical Education Program	Reviewed 2018-19
2421.01	Work-Based Learning	Reviewed 2018-19

Board Policy and Equity Committee - Policy Review Workplan 2021		
2423	School To Work Program	Reviewed 2018-19
2430	District-Sponsored Clubs and Activities	Reviewed 2018-19
2430.02	Participation Of Community School Students In Extra-Curricular Activities	Reviewed 2018-19
2430.03	District School/Community Partnerships	Reviewed 2018-19
2431	Interscholastic Athletics And Extra-Curricular Activities	Reviewed 2018-19
2440	Extended Learning Opportunities (Summer School) Final	Reviewed 2018-19
2450	Adult and Community Education	Reviewed 2018-19
2451	Alternative to Expulsion Program Grades 4-12	Reviewed 2018-19
2460	Special Education Model Policies and Procedures	Reviewed 2018-19
2464	Gifted Education and Identification	Reviewed 2018-19
2465	Suspension/Expulsion of Disabled Students	Reviewed 2018-19
2510	Adoption of Textbooks	Reviewed 2018-19
2520	Selection Of Instructional Materials and Equipment	Reviewed 2018-19
2531	Copyrighted Work	Reviewed 2018-19
2575	Service Learning	Reviewed 2018-19
2623	Third Grade Guarantee	Reviewed 2018-19
2700	State Issued School Report Card Final	Reviewed 2018-19
3000 - PROFESSIONAL STAFF		
3111	Creating a Position	HR to Review
3111.1	Selection Of Principals	HR to Review
3112	Board Employee Communications	HR to Review
3120	Employment Of Professional Employee	HR to Review
3120.04	Employment Of Substitutes	HR to Review
3120.06	Selecting Student Teachers	HR to Review
3120.07	Contracting With Consultants	HR to Review
3120.08	Employment Of Personnel For Co-Curricular/Extra-Curricular Activities	HR to Review
3121	Criminal History Record Check	HR to Review
3122	Nondiscrimination And Equal Employment Opportunity	HR to Review
3122.01	Alcohol Drug Free Work Environment	HR to Review
3130	Assignment And Transfer	HR to Review
3132	Vacancies	HR to Review
3139	Employee Discipline	HR to Review
3140	Termination And Resignation	HR to Review
3141	Retirement	HR to Review
3142	Non-Renewal Of A Teacher Contract	HR to Review
3160	Physical Examination	HR to Review
3161	Unrequested Leaves Of Absence	HR to Review
3170	Substance Abuse	HR to Review
3210	Professional Employee Ethics	HR to Review
3211	Professional Staff Whistleblower Protection	HR to Review
3213	Student Supervision And Welfare	HR to Review
3214	Professional Employee Gifts	HR to Review
3216	Professional Employee Dress And Grooming	HR to Review
3220	Teacher Evaluation	HR to Review
3220.01	School Counselor Evaluation	HR to Review
3231	Outside Activities Of Professional Employees	HR to Review
3242	Professional Development and Licensure	HR to Review
3243	Professional Meetings	HR to Review
3310	Freedom Of Speech In Non-instructional Settings	HR to Review
3362.01	Threatening Behavior Toward Employees	HR to Review
3419	Group Health Plans	HR to Review
3419.02	Privacy Protections Of Fully Insured Group Health Plans	HR to Review
3430	Leaves of Absence	HR to Review
3430.02	Leave Of Absence For Employment By A Community School	HR to Review
3440	Job-Related Expenses	HR to Review
3531	Unauthorized Work Stoppage	HR to Review
4000 - CLASSIFIED STAFF		
4111	Creating A Position	HR to Review
4112	Board Employee Communications	HR to Review
4120	Employment Of Classified Employees	HR to Review
4120.04	Employment Of Substitutes	HR to Review
4121	Criminal History Record Check	HR to Review

Board Policy and Equity Committee - Policy Review Workplan 2021		
4122	Nondiscrimination And Equal Employment Opportunity	HR to Review
4122.01	Alcohol Drug Free Work Environment	HR to Review
4130	Assignment And Transfer	HR to Review
4139	Employee Discipline	HR to Review
4140	Termination Or Resignation	HR to Review
4141	Retirement	HR to Review
4160	Physical Examination	HR to Review
4161	Unrequested Leaves Of Absence	HR to Review
4170	Substance Abuse	HR to Review
4210	Classified Employee Ethics	HR to Review
4213	Student Supervision And Welfare	HR to Review
4214	Employee Gifts	HR to Review
4216	Employee Dress And Grooming	HR to Review
4220	Evaluation Of Classified Employees	HR to Review
4231	Outside Activities Of Classified Employees	HR to Review
4231	Classified Employee Development	HR to Review
4362.00	Threatening Behavior Towards Staff Members	HR to Review
4419	Group Health Plans	HR to Review
4419.02	Privacy Protection Of Fully Insured Group Health Plans	HR to Review
4422	Benefits For Non-Represented Staff	HR to Review
4430.02	Leave Of Absence For Employment By A Community School	HR to Review
4440	Job Related Expenses	HR to Review
4531	Unauthorized Work Stoppage	HR to Review
5000 - STUDENTS		
5111	Eligibility of Resident Nonresident Students	Reviewed 2017-18
5111.01	Students Experiencing Homelessness	Reviewed 2017-18
5112	Entrance Requirements For Kindergarten and Grade 1	Reviewed 2017-18
5112.01	Entrance Requirements For Preschool	Reviewed 2017-18
5113	Inter-District Open Enrollment	Reviewed 2017-18
5113.01	Preschool and Elementary Magnet School Enrollment	Reviewed 2017-18
5113.02	The No Child Left Behind Act	Reviewed 2017-18
5113.03	High Schools Of Choice Intra-District Enrollment Program	Reviewed 2017-18
5114	Foreign Students	
5120	Enrollment In Neighborhood Elementary Schools	Reviewed 2017-18
5130	Withdrawal From School	Reviewed 2017-18
5136	Cellular Telephones And Electronic Communication Devices Possessed By Students	Reviewed 2017-18
5200	Attendance	Reviewed 2018-19
5201	Truancy	Reviewed 2018-19
5215	Missing And Absent Children	Reviewed 2018-19
5223	Absences For Religious Instruction	Reviewed 2018-19
5230	Late Arrival And Early Dismissal	Reviewed 2018-19
5310	Health Services	Reviewed 2018-19
5311	Wellness Curriculum	
5320	Immunization	Reviewed 2018-19
5321	Requirement to Wear Masks to Prevent the Spread of COVID-19	
5330	Use of Medications	Reviewed 2018-19
5341	Emergency Medical Authorization	Reviewed 2018-19
5350	Student Suicide	Reviewed 2018-19
5410	Promotion, Academic Acceleration, And Retention	Reviewed 2018-19
5420	Reporting Student Progress	Reviewed 2018-19
5421	Grading	Reviewed 2018-19
5430	Class Rank	Reviewed 2018-19
5451	Student Recognition	Reviewed 2018-19
5460	Graduation Requirements	Reviewed 2018-19
5461	Exemption To The Physical Education Graduation Requirements	Reviewed 2018-19
5463	Credits From State-Chartered, Special, And Non-Chartered Schools	Reviewed 2018-19
5464	Early High School Graduation	Reviewed 2018-19
5465	Commencement Exercises	Reviewed 2018-19
5466	Identification of Students in Jeopardy of Not Qualifying for a High School Diploma	
5500	Student Conduct	Reviewed 2018-19
5510	Student Identification	Reviewed 2018-19
5511	Dress And Grooming	Reviewed 2018-19

Board Policy and Equity Committee - Policy Review Workplan 2021		
5511.01	School Uniforms	Reviewed 2018-19
5513	Students' Care Of School Property	Reviewed 2018-19
5515	Use Of Motor Vehicles	Reviewed 2018-19
5516	Student Hazing	Reviewed 2018-19
5517.01	Bullying And Other Forms Of Aggressive Behavior	Reviewed 2018-19
5520	Disorder And Demonstration	Reviewed 2018-19
5530	Drug Prevention	Reviewed 2018-19
5540	Interrogation Of Students	Reviewed 2018-19
5600	Student Discipline	Reviewed 2018-19
5610	Removal, Suspension, Expulsion, and Permanent Exclusion of Students	Reviewed 2018-19
5610.01	Permanent Exclusion Of Non-disabled Students	Reviewed 2018-19
5610.02	In-School Discipline	Reviewed 2018-19
5610.03	Emergency Removal Of Students	Reviewed 2018-19
5610.04	Suspension Of Bus Riding, Transportation Privileges	Reviewed 2018-19
5610.05	Prohibition From Extra-Curricular Activities	Reviewed 2018-19
5610.06	Alternative To Suspension/Expulsion	Reviewed 2018-19
5611	Due Process Rights	Reviewed 2018-19
5630	Corporal Punishment	Reviewed 2018-19
5710	Student Suggestions And Complaints	Reviewed 2018-19
5722	School-Sponsored Publications And Productions	Reviewed 2018-19
5724	Preparation For Voter Registration	Reviewed 2018-19
5725	Students As Precinct Election Officials	Reviewed 2018-19
5730	Equal Access For Non-District Sponsored, Student Clubs And Activities	Reviewed 2018-19
5751	Parental Status Of Students	Reviewed 2018-19
5771	Search And Seizure	Reviewed 2018-19
5780	Student-parents Rights	Reviewed 2018-19
5820	Student Government	
5820.01	Student Involvement in School Board Decision Making	Reviewed 2018-19
5830	Student Fundraising	Reviewed 2018-19
5840	Sanctioned Student Groups	Reviewed 2018-19
5850	School Social Events	Reviewed 2018-19
5855	Student Attendance at School Events	
5860	Safety Patrol	Reviewed 2018-19
5880	Public Performance By Students	Reviewed 2018-19
5895	Student Employment	Reviewed 2018-19
6000 - FINANCES		
6105	Authorization To Use Facsimile Signature	FINANCE to Review
6110	Grant Funds	FINANCE to Review
6140	Depository Agreements	FINANCE to Review
6144	Investments	FINANCE to Review
6145	Borrowing	FINANCE to Review
6150	Tuition Income	FINANCE to Review
6151	Insufficient Funds	FINANCE to Review
6152	Student Fees, Fines and Charges	FINANCE to Review
6152.01	Waiver Of School Fees	FINANCE to Review
6210	Fiscal Planning	FINANCE to Review
6220	Tax Budget Preparation	FINANCE to Review
6230	Tax Budget Hearing	FINANCE to Review
6231	Appropriations And Spending Plan	FINANCE to Review
6232	Appropriations Implementation	FINANCE to Review
6233	Amentities for Participants at Meetings and/or Other Occasions	FINANCE to Review
6320	Purchasing Of Goods And Services	FINANCE to Review
6320.01	Determination Of Lowest Responsible Bidder	FINANCE to Review
6320.02	Business Policy	FINANCE to Review
6320.03	Local Business Enterprise Initiative	FINANCE to Review
6350	Prohibition Against Contracting With A Person Whom An Unresolved Finding For Recovery Has Been	FINANCE to Review
6424	Use Of Purchasing Cards	FINANCE to Review
6440	Cooperative Purchasing	FINANCE to Review
6450	Equal And Fair Opportunity In Contract Employment And Business Opportunities	FINANCE to Review
6460	Vendor Relations	FINANCE to Review
6460.01	Vendor Management	FINANCE to Review
6470	Payment of Claims	FINANCE to Review

Board Policy and Equity Committee - Policy Review Workplan 2021		
6510	Payroll Authorization	FINANCE to Review
6520	Payroll Deductions	FINANCE to Review
6600	Deposit Of Public Funds Cash Collection Points	FINANCE to Review
6610	Student Activity Fund	FINANCE to Review
6621	Change Fund	FINANCE to Review
6670	Trust Funds	FINANCE to Review
6680	Recognition	FINANCE to Review
6700	Fair Labor Standards Act (FLSA)	FINANCE to Review
6830	Audit	FINANCE to Review
6835	Audit Committee	FINANCE to Review
6836	Internal Auditor	FINANCE to Review
6900	School District Records Retention Disposal	FINANCE to Review
7000 - PROPERTY		
7100	Facilities Planning (Buildings, Materials and Equipment)	2019-20
7217	Weapons	2019-20
7230.01	Donations For Buildings And Grounds Projects	2019-20
7250	Commemoration Of School Facilities	2019-20
7300	Disposition And Acquisition Of Real Property	2019-20
7310	Disposition Of Surplus Property Not Including Real Estate	2019-20
7410	Maintenance	2019-20
7420	Hygenic Management	2019-20
7430	Risk Reduction Program	2019-20
7434	Use Of Tobacco	Reviewed 2018-19
7440	Plant Security	2019-20
7450	Property Inventory	Reviewed 2018-19
7455	Accounting System For Fixed Assets	2019-20
7460	Conservation Of Natural And Material Resources	2019-20
7500	Community Learning Centers	Reviewed 2018-19
7510	Use Of District Facilities and Property	Reviewed 2018-19
7530	Lending Of District-Owned Equipment	Reviewed 2018-19
7540	Computer Technology And Networks	2019-20
7540.01	Employee Communication With District Technology	2019-20
7540.02	District Websites	2019-20
7540.03	Student Network And Internet Acceptable Use And Safety	2019-20
7540.04	Employee Network And Internet Acceptable Use And Safety	2019-20
7540.05	Employee Electronic Mail	2019-20
7540.06	Virtual Private Network (VPN)	2019-20
7550	Use of District Owned Equipment	2019-20
7550.01	Use of Electronic Communication Devices (ECDs)	2019-20
7560	School Closures, Restructuring, Mergers, Consolidation, And Redesign	2019-20
7560.01	Creation of High Quality Schools	2019-20
8000 - OPERATIONS		
8310	Public Records	Reviewed Fall 2019
8320	Personnel Files	Reviewed Fall 2019
8330	Student Records	Reviewed Fall 2019
8350	Confidentiality	Reviewed Fall 2019
8400	School Safety	2019-20
8405	Policy Environmental Health And Safety	2019-20
8410	Crisis And Behavior Interventions And Support	2019-20
8420	Emergency Situations At Schools	2019-20
8420.01	Planning For Natural & Man-Made Emergencies	2019-20
8420.02	Calamity Days	2019-20
8442	Reporting Accidents	2019-20
8442.01	Worker's Compensation	2019-20
8450	Control Communicable Diseases	2019-20
8452	Automatic External Defibrillators (AED)	2019-20
8462	Student Abuse & Neglect	2019-20
8470	Sex Offender Notification	2019-20
8475	Criminal Background Checks For Employees, Consultants, Vendors, Volunteers And Other Outside Ag	2019-20
8476	Volunteers	2019-20
8480	Alcoholic Beverage Permit Restrictions	
8515	Wellness	2019-20

Board Policy and Equity Committee - Policy Review Workplan 2021		
8520	Food Services For Needy Children	2019-20
8525	Good Food Purchasing	
8530	Lunchrooms	2019-20
8540	Lunchroom Package Inspection	2019-20
8560	Food Allergy	2019-20
8600.01	Supervision of Transported Students	2019-20
8600.02	Transportation Of Students	2019-20
8650	Transportation By District Contracted Vans	2019-20
8710	Insurance And Bonding	2019-20
8800	Religious, Patriotic Ceremonies & Observances	2019-20
8900	Animals In Schools	2019-20
9111	Customer Service	Reviewed 2018-19
8120	Public Information Program	Reviewed 2018-19
8125	Social Media Policy For District Employees	Reviewed 2018-19
9000 - COMMUNITY ENGAGEMENT		
9130	Public Concerns And Complaints	Reviewed 2018-19
9140	Parent - Family Engagement	Reviewed 2018-19
9141	Community Engagement	
9142	Local School Decision Making Committee (LSDMC)	Reviewed 2018-19
9145	Internal Communication and Engagement	Reviewed 2018-19
9150	School Visitors	Reviewed 2018-19
9160	Public Attendance At School Events	Reviewed 2018-19
9212	Non-School Organizations (NSOs)	Reviewed 2018-19
9270	Equivalent Education Outside the Schools (Home Schooling)	Reviewed 2018-19
9500	Relations with Educational Institutions and Organizations	Reviewed 2018-19
9555	Partnerships with Business	Reviewed 2018-19
9700	Relations With Organizations	Reviewed 2018-19
9800	High School Diplomas to World War II, Korean Conflict, and Vietnam Conflict Veterans	Reviewed 2018-19