

## REPORT OF THE POLICY COMMITTEE

The Policy Committee met on Thursday, March 15, 2018 at 11:30 am at the Cincinnati Public Schools Education Center in the Board Office Conference Room.

### ATTENDEES

#### Policy Committee Members

Melanie Bates, Eve Bolton, Mike Moroski

#### Administration/Staff

Laura Mitchell, Superintendent; Ashley Addo, Assistant General Counsel; Aaron Childs, Legal Intern; Kathleen Crable, Senior Executive Secretary; Joyce Fischer, Executive Communications Assistant; Dan Hoying, General Council; Paul Mcdole, Jr., Director, Human Resources; Sarah Trimble-Oliver, Chief Information Officer

#### Community Members/Board Candidates/Parents

David Brenner; Marlena Brookfield; Laura Sanregret; Jack Albers

#### City Councilman

Chris Seelbach

#### Cincinnati Federation of Teachers

Julie Sellers, President  
Jamie Berine, Organizer

### FOR BOARD ACTION

#### **Develop Recommendations for Responsibilities and Charter for the Board's new Committee: Board, District and Community Strategic Planning Committee.**

Legal Intern Aaron Childs reviewed the draft Charter with the Committee and reported that it mirror's the Board's Audit Committee Charter.

The Charter includes the Purpose, Authority, Responsibilities, Composition/Voting, Administrative Liaison and Meetings.

Mr. Hoying recommended that the Committee consist of three members as outlined in Board Protocol. The Committee agreed and advised that Board members can still attend meetings but would not participate in Committee recommendations.

A draft copy of the Charter is available in the Board office.

#### **Policy 2255 – Equity and Excellence in Education; Policy 5517.01 – Bullying and Other Forms Aggressive (Transgender Students)**

Superintendent Mitchell reiterated that she is using Policy 2255 – Equity and Excellence in Education as a foundation for her work in relation to gender identity, sexual orientation, transgender and working towards offering Professional Development (PD) for staff in order to create a safe place for all students

in the district. She has also been working with the *Living with Change Foundation* regarding equity in sexual identity.

Mrs. Mitchell reported that it was brought to her attention to add language “*gender expression*” to the equity policy.

City Councilman Chris Seelbach, Executive Director of the organization was present and updated the group about the foundation and the need to enhance the policy with adding “*gender expression*.”

He also informed the group that he would like to continue partnering with the district, as there is no cost and that he would like for the entire district to participate in PD training, as well as parents.

Dan Hoying, General Council reported that he will include language “*gender expression*” into the following policies:

- 2255 – Equity and Excellence in Education
- 2260 – Nondiscrimination and Access to Equal Educational Opportunity
- 2260.02 – Prohibition Against Harassment of Students and Staff
- 3122 – Nondiscrimination and Equal Employment Opportunity (Professional Staff)
- 4122 – Nondiscrimination and Equal Employment Opportunity (Classified Staff)
- 5517.01 – Bullying and Other Forms of Aggressive Behavior

**ACTION:** The Committee agreed with the continued partnership with the *Living with Change Foundation*, adding “*gender expression*” and adding “*employment opportunities*” to Policy 2260. The Committee will recommend approval of the revisions at the March 21, 2018 Regular Business meeting.

The Foundation is a 501c3 nonprofit organization dedicated to supporting transgender youth and their families by providing education, resources, and financial assistance while fostering confidence and acceptance through change. <http://livingwithchange.org/our-story/>.

**Character and Support Guide – Code of Conduct**

The Student Achievement Committee will review the *Character and Support Guide – Code of Conduct* in-order to discuss process and/or procedure that parents follow regarding bathroom and locker room access based on gender and gender identity.

**Policy 5136 – Cellular Telephones and Electronic Communication Devices Possessed by Students (Non-District Owned): Policy 7550.01 – Use of Electronic Communication Devices (Students Using Cell Phones)**

Sara Trimble-Oliver, Chief Information Officer reported that she has scheduled three focus groups consisting of two groups with students and one group with teachers and parents. The first meeting is March 22, 2018 and April 5, 2018. Another session will be scheduled with the Student Voice Group upon confirmation of a date. There will also be a teacher-parent focus group on April 5, 2018.

**ACTION:** Ms. Trimble-Oliver will provide an update about the focus group meetings at the April 19, 2018 Finance Committee meeting as well as revisions to the electronic policies as appropriate.

**Policy 7510 – Use of District Facilities:**

**Permanent Alcohol Waivers – Non-School Facilities Rawson Estate**

Mr. Hoying reported that the Board inquired about ways of approving alcohol waivers for rental of the Rawson Estate since it is zoned as residential single family property. He informed the Committee that approval for rental can be done through a resolution to permanently allow alcohol waivers for events held at the property.

He also informed the group that he will need to further investigate if this is feasible due to the property not being zoned for educational use.

ACTION: The Committee will recommend approval of the resolution at the March 21, 2018 Regular Business meeting after Mr. Hoying’s further investigation into the law.

**Policy 9212 – Non School Organizations (PTO’s/School Foundations/Boosters)**

Mr. Hoying reported that he is working with Lauren Roberts, Internal Auditor, CPS, on Policy 9210 – Citizen Organizations and Policy 9212 in-order to revise the document to include Alumni, Associations, Parent/Teacher Associations, and to make sure that they are aligned and in compliance with the law.

**Legalities for Publishing Written Procedures :42:03**

Mr. Hoying reported that Superintendent Mitchell has assigned the Management Team to assign procedures to Board polices. Mr. Hoying reviewed with the Committee a template that she is using to provide guidance on how the procedures should be organized.

The procedures are public record and not approved by the Board and Ohio Revised Code does not require school district’s to put procedures in place. The procedures will be uploaded to the District’s website upon completion.

ACTION: The District’s procedure on calamity days is different than what is stated in the policy. The Administration will review the policy and procedures to ensure that they are aligned.

**Neighborhood Analysis Mapping**

Committee Chair Bates reported that data collected was to be used to pilot a “mini district.” She also advised to provide the analysis in a map to determine who is using the system and help determine if there is a need to expand it to other neighborhoods.

ACTION: The Committee will continue discussion of the analysis at the April 19, 2018 Policy Committee meeting.

**District Business Advisory Council**

Ashley Addo, Assistant General Council reviewed a draft of the Business Advisory Council. She updated the Committee on the following components needed to establish the Council.

Business Advisory Council Plan; Bylaws of the Council; District Point of Contact; Establishing a Council; Meeting Frequency; Officers of the Council; Selecting Members for the Council Submitting a Joint Statement; Terms of Service; Timeline; and Orientation for Council members.

Mr. Moroski recommended that a skills matrix be developed.

ACTION: Ms. Bolton advised the Administration to provide the Committee with a list of others that already have a Council. The Committee will discuss the information at the April 19, 2018 Policy Committee meeting

A copy of the document is available in the Board office.

Ohio law now requires the Board of Education of a school district to have a Business Advisory Council. The objectives of the council is to foster relationships between businesses and schools, prepare students for future careers and learning, and to ensure the work of educators align with the needs of businesses. The Council needs to established by June 30, 2018

### **Review Draft Committee Work Plan**

Mr. Hoying provided the Committee with a list of Board policies that will be reviewed on a three-year rotation. He reported that he will start the review beginning with the following policies: Policies 1000 – Administration; 2000 – Programs and 9000 – Community Engagement. Human Resources, Operations and Property will follow.

Ms. Bates reiterated the need to make sure that a date showing when the policies were last reviewed be included on the documents.

**ACTION:** Committee Chair Bates advised the Committee to review the three-year rotation plan in order to review the plan at the April 19, 2018 Policy Committee meeting for recommendation of approval at the April 23, 2018 Regular Business Meeting.

### **Other Business**

#### **Reducing Violence Resolutions**

Ms. Bates informed the group that three Board members submitted resolutions for reducing gun violence and recommended reviewing the documents to combine them into one.

She also reported that she had lobbyist George Glover review the following House Bills that were contained in one of the resolutions.

**House Bill 201** Representatives Ron Hood and Tom Brinkman have introduced House Bill 201, a bill which seeks to have Ohio join the growing number of states which allow "constitutional" carry, or lawful carry of a concealed firearm without a license. Bills similar to this one have been introduced in every General Assembly since 2005 without success. It is still in Committee in the Ohio House.

**House Bill 228** This bill introduced by Representatives Johnson and LaTourette removes restrictions in the areas of self-defense and carrying concealed weapons penalties. It seeks to increase protections for those who use a firearm in self-defense by (a) introducing a "Stand Your Ground" provision that expands the locations at which a person has no duty to retreat before using force from just one's residence and vehicle to any place a person is lawfully present, and (b) shifting the burden of disproving a self-defense assertion from the defense to the prosecution. The bill also modifies the Concealed Handgun Licensing Law by eliminating a licensee's duty to keep their hand in plain sight if impracticable, reducing the penalties for illegally carrying a concealed firearm or improperly handling firearms in a motor vehicle, and eliminating the requirement of posting warning signs regarding the possession of weapons on specified premises. It is still in Committee in the House.

**House Bill 233** this bill introduced by Representative Becker would enact the "Decriminalization Effort For Ending Notorious Deaths (DEFEND)" which would provide an opportunity for a concealed handgun licensee or qualified military member to avoid charges for carrying a deadly

weapon into a prohibited place if the person leaves upon request, and to penalize failure to leave upon request or returning with a firearm. It is in Committee in the Senate after passing the House.

ACTON: The Committee agreed upon a resolution and will recommend the document for approval at the March 21, 2018 Regular Business Meeting.

Ms. Bolton recommended that Committee member Moroski submit a letter to the delegation about House Bill 233. Ms. Bates will inform Mr. Glover about the letter.

The meeting adjourned at 1:35 PM.

**Policy Committee**

Melanie Bates, Chair  
Eve Bolton  
Mike Moroski

**Staff Liaisons**

Dan Hoying, General Counsel  
Yenetta Harper, Director, Teacher and Principal Development  
Paul McDole, Director, Human Resources  
Sarah Trimble-Oliver, Chief Information Officer