

## REPORT OF THE POLICY COMMITTEE

The Policy Committee met on Monday, August 28, 2017 at 4:00 at the Cincinnati Public Schools Education Center in the Board Office Conference Room.

### **Policy 3220 –Teacher Evaluation**

#### **Policy 3220.01 – School Counselor Evaluation**

*Yenetta Harper, Director of Teacher & Principal Development & Evaluation*

Ms. Harper continued the discussion on the Teacher Evaluation Policy that took place at the April 17, 2017 Policy Committee meeting. She reported that since that meeting, the Ohio Department of Education (ODE) notified her on August 8, 2017, that with the ending of the District's Collective Bargaining Agreement, the option to evaluate accomplished teachers every two years was no longer allowable.

Ohio Substitute House Bill (HB) 362 allows less frequent evaluation of teachers. Teachers can now be evaluated every three years. Ms. Harper advised that boards can also choose to evaluate teachers on an annual basis if the preference is not to evaluate every three years.

She also stated that this change is applicable to Policy 3220.01 – School Counselor Evaluation.

**Action:** Ms. Harper provided a revised draft of the policies in order to be in alignment with HB 362 and Ohio Revised Code 3319.111 for recommendation of Board approval at the September 6, 2017 Regular Board Meeting. She will also provide a memo to the Board explaining the change, as well as information on student growth measures being used for the first time this year.

**Action:** Ms. Harper will provide data at a future meeting showing whether teacher performance ratings and student growth measures are correlated.

More information about the change is located on this link:

<http://education.ohio.gov/Topics/Teaching/Educator-Evaluation-System/District-Educator-Evaluation-Systems/FAQs-about-HB-362-and-Teacher-Evaluation>

### **Magnet Enrollment – Preschool**

*Sarah Trimble-Oliver, Chief Information Officer*

Ms. Oliver updated the Committee on the following magnet preschool enrollment applications. She reported there has been an increase in demand for the magnet preschools. She also reported that due to space constraints at a few magnet schools, there were fewer seats available in 2017-2018 than the previous year.

**ACTION:** Ms. Trimble-Oliver will provide an update that includes demographics for kindergarten and preschool at the October 9, 2017 Policy Committee meeting.

Committee Chair Jones would like data to include feedback from families regarding what the process was like for them, as well as demographic and capacity data of those families. She also stressed the importance of aligning the process to the Board's priorities.

Committee member Hoffman also requested data on where parents sent their children if they were not able to get into a magnet preschool.

	Applications for 2015-16 SY (before full lottery)	Applications for 2016-17 SY (1 <sup>st</sup> year of full lottery)	Applications for 2017-18 SY (2 <sup>nd</sup> year of full lottery)
Sibling Applications Accepted	102	168	187
Total Applications Received (Regular or 1st choice lottery)	635	831	809
Total Lottery Applications (including all choices)		1,641	1,924
Total Accepted Applications	375	680	450*
Percent of Applicants Accepted (all choices)	59%	81%	56%

### **Magnet Enrollment – Spencer Center for Gifted and Exceptional Students**

*Sarah Trimble-Oliver, Chief Information Officer*

Ms. Trimble-Oliver updated the Committee on the following initial enrollments for grades three through eight. She reported there was higher demand for seats in the lower grades. Since this data was run, six additional children were accepted and enrolled from the waitlist.

**ACTION:** Ms. Trimble-Oliver will provide further updates at the October 9, 2017 Policy Committee meeting.

Mrs. Hoffman asked if that information could include qualitative information from parents on where they would have sent their children if they had not gotten a seat at Spencer. This information is especially important to see if the school is having an effect on lowering demand for Walnut Hills High School.

### **Spencer Center Enrollment as of 07/07/2017**

Grade	Program	Total Number of Enrolled Students	Total Capacity
3 <sup>rd</sup>	GE	21	25
3 <sup>rd</sup>	GA	21	25
4 <sup>th</sup>	GE	22	25
4 <sup>th</sup>	GA	17	25
5 <sup>th</sup>	GE	28	30
5 <sup>th</sup>	GA	14	25
6 <sup>th</sup>	GE	17	30
6 <sup>th</sup>	GA	11	25

### Spencer Center Enrollment as of 07/07/2017

Grade	Program	Total Number of Enrolled Students	Total Capacity
7 <sup>th</sup>	GE	27	30
7 <sup>th</sup>	GA	11	25
8 <sup>th</sup>	GE	20	30
8 <sup>th</sup>	GA	10	25
<b>Total</b>		<b>219</b>	<b>320</b>

GA – Gifted Accepted; GE – Gifted Exceptional

Reported Racial Identity	Number of Students	Percentage of Total Student Body
Hispanic or Latino	1	0.4%
Asian or Pacific Islander	8	4.0%
Multiracial	18	8.0%
Black or African American	87	40.0%
White	98	44.0%
Unknown or Unreported	5	2.0%

ZIP Code of Residence	Number of Students	ZIP Code of Residence	Number of Students	ZIP Code of Residence	Number of Students
45202	4	45214	6	45230	10
45203	3	45216	5	45231	1
45204	2	45217	1	45232	5
45205	3	45219	1	45233	1
45206	9	45220	13	45236	6
45207	5	45223	9	45237	12
45208	29	45224	13	45238	13
45209	5	45225	1	45239	3
45211	14	45226	3	45239	3
45212	2	45227	6	Unknown	12
45213	14	45229	4		

The Committee was pleased to see that the initial data shows that Spencer is attracting a much more racially diverse group of students than was identified in the traditional gifted program, which meets the goal of providing more equity in access to this program. The data also shows a geographically diverse school, with about 30 zip codes represented.

### **Neighborhood Enrollment – Elementary**

*Ashley Addo, Assistant General Counsel*

Mrs. Hoffman advised the need to address concerns about the process for students who are enrolled in neighborhood schools and move out of the school zone. Do they remain in their neighborhood school through graduation?

Ms. Addo informed the Committee that in considering this question, she reviewed Policy 5113 – Inter-District Open Enrollment and, in order to keep language consistent throughout enrollment policies, suggests adding similar language from section two of Policy 5113 into Policy 5120:

For a CPS resident family who moves out of a school's neighborhood attendance area during the school year, the District shall use its best efforts to maintain the enrollment of the student at the same school for the duration of the current school year. After the school year, the family is required to re-enroll ~~through the open enrollment process~~ during the out-of-attendance-area enrollment window.

Ms. Addo suggested revising language for Policy 5120 – Enrollment Outside the Neighborhood Attendance Area with the following:

When neighborhood schools do not fill all of their seats with students from their attendance area, CPS resident students from outside of the attendance area can apply for the available seats during the out of attendance area enrollment window. During this window, the District will inform families/students of the availability of seats in neighborhood schools. If there are more out-of-attendance-area applicants than available seats in a neighborhood school, seats shall be allocated through a computerized lottery process. The following priorities shall apply:

1. CPS resident students with a sibling enrolled in the neighborhood school.
2. CPS resident students enrolled in a preschool program located at the neighborhood school who are moving up to kindergarten OR CPS RESIDENT STUDENTS PREVIOUSLY ENROLLED IN THE NEIGHBORHOOD SCHOOL WHO HAVE MOVED OUT OF THE NEIGHBORHOOD ATTENDANCE AREA.
3. CPS resident students without a sibling enrolled in the neighborhood school.
4. Out-of-district residents applying through CPS Board Policy 5113.

The Committee discussed this proposal at length and agreed that while there needs to be a uniform policy for this situation so that decisions are not made at the school site, this is a very complicated question with a lot of potential unintended consequences.

**ACTION:** Ms. Trimble-Oliver will gather data from elementary neighborhood schools as to how many out-of-neighborhood-zone students and what grade levels are attending the school. She will provide her update at the September 28, 2017 Policy Committee meeting.

Using that data, the Committee will choose a few schools and ask their principals to join the conversation and provide insight into how these decisions have been made in the past and consequences to consider when deciding on a policy recommendation.

### **Neighborhood Enrollment – Clifton Area Neighborhood School (CANS)**

*Bill Myles, Assistant Superintendent*

Prior to the meeting, Mr. Myles provided the Committee with a map of new boundary lines for the Clifton Area Neighborhood School. Mr. Myles was not able to be present at the meeting to provide an update, but two members of the CANS group were present and provided a brief update. Please find attached a copy of the map?

They said they are very pleased with the space at Vine and the teachers. While the kindergarten numbers are lower than hoped for, they assured the Committee that they are working to reach every family and just that week had found a family who did not know about the new school and was eager to

enroll. With a full year to recruit, they are confident they will reach many more families and be full next year. Board member Bolton informed the group that mailing for recruitment was delayed, which could have had an effect on enrollment numbers. The Committee expressed their gratitude for the grassroots work on the neighborhood group and pleased to hear positive reviews for the opening of the year.

Jan Checco of CANS invited Committee members to an Ice Cream Social, September 9, 2017, 3:00 p.m. to 5:00 p.m. at the Rawson House. This will be an opportunity for the community to meet the CPS community and CANS leadership.

### **Guidelines for PFLAG**

*Daniel Hoying, General Counsel*

Mr. Hoying continued the discussion around a memo he is drafting to provide guidance to principals around the privacy of a student's sexual orientation or gender identity.

He reported that the draft memo provided at the June 12, 2017 Policy Committee is still undergoing review and feedback from PFLAG (Parents and Friends of Lesbians and Gays).

Mr. Hoying and Mrs. Hoffman met with PFLAG and revised the draft memo, and will schedule an additional meeting with PFLAG to ensure that dialogue discussed at that meeting was captured.

Mr. Hoying also met with a doctor at Children's Hospital to receive thoughts and feedback.

Committee Chair Jones confirmed that there would not be a policy change coming out of these conversations, but a memo to principals.

**ACTION:** Pending the next meeting with PFLAG, Mr. Hoying and Mrs. Hoffman will provide an update at the September 28, 2017 Policy Committee meeting.

### **Student Voice Policy**

*Elisa Hoffman, Policy Committee Member*

*Pat Neal-Miller, Director, Family and Community Engagement*

Mrs. Neal-Miller reported that she and Mrs. Hoffman met with students from the Superintendent's Student Advisory Council last spring and they were very interested in providing input. Mrs. Neal-Miller contacted principals and asked them to invite three representatives from each high school to attend a meeting on September 15, 2017 at Mayerson Academy, 9:30 a.m. to 11:30 a.m. to begin the conversation about how students want the Board to "hear their voice."

Ms. Jones advised that students should be a part of student voice discussions that take place in Policy Committee meetings. She recommended that those students attend Policy Committee meetings when the student voice policy is being drafted for their inclusion in the discussion.

**ACTION:** Mrs. Hoffman and Mrs. Neal-Miller will update the Board on *Student Voice* at the October 9, 2017 Policy Committee meeting.

## **Living Wage Policy**

*Dan Hoying, General Counsel*

The Board assigned the Policy Committee at its July 24, 2017 Regular meeting to investigate the possibility of creating a Living Wage Policy.

Mr. Hoying discussed with the Committee a sample of the City of Cincinnati's Municipal Code Chapter 317, Living Wage guidelines.

The City's Living Wages are based on full-time, part-time, and seasonal City employees and for full-time and part-time employees of covered employers, contractors and subcontractors providing or delivering services to the City under service contracts equal to or greater than \$20,000. Please find attached a copy of the document.

Mr. Hoying advised that a Living Wage policy for the District does not exist and a cost analysis would be necessary to help determine costs. He also stated that this would be new to CPS contractors and employees and could be cost prohibitive to many CPS partners.

Mr. McDole will discuss with the Board the information (cost analysis) necessary to determine the feasibility of moving to a \$15.00 per hour Living Wage. Conversations around employment of employees are a topic to be discussed in Executive Session with the Board.

Ms. Jones reported that the Living Wage is also a part of the conversation with the Cincinnati Preschool Promise (CPP) and that CPP must align to the District's policy, if it is deemed that a policy is needed. She also advised that clarity is needed on who qualifies for the Living Wage.

Board member Bolton advised that the range of jobs as to who would qualify has not been established as of yet.

Mrs. Hoffman reported that the Living Wage is outlined in the preschool Master Agreement, which would make it unnecessary to create a policy.

Ms. Bolton advised the Policy Committee to reach out to AMOS and the Workforce Development Committee to include them in the conversation and then report back to the Policy Committee.

**ACTION:** Mr. Hoying will reach out to AMOS to schedule the Living Wage conversation. Ms. Jones will reach out to Cheryl Broadnax, Assistant Superintendent, in order to add the topic to the Internal CPP Steering Committee. The conversation will be continued at a future Policy Committee meeting.

## **Spectator Behavior/Safety Concerns**

*Dan Hoying, General Counsel*

The Committee continued discussions regarding spectator behavior at District sponsored events. The assignment made by the full Board was to review what exists right now in terms of policy direction with issues of bullying at spectator events.

Mr. Hoying reported that he reviewed various school districts' "Fan Code of Conduct" for sporting events.

He reviewed a draft of CPS Athletic Director Josh Hardin's "Fan Code of Conduct" for the District. The draft is consistent with what other districts are doing. Mr. Hardin is still drafting the "Code" and sharing it with other athletic directors for their feedback.

Mrs. Hoffman reiterated the need to make the "Code" applicable to and broader than just sporting events. It should be in effect for all District events. She also recommended doing a shorter version of the "Code" in order to announce before events and games.

Ms. Jones recommended that the announcement be bold and say what the consequences will be.

The Committee also advised to explore how the "Code" would be applicable to younger grades where sports teams or other clubs are often not officially part of their schools (e.g., sponsored by PTAs) or often even on school campuses.

ACTION: Mr. Hoying will inform Mr. Hardin about the Committee's request to broaden the policy, draft an announcement, and include younger grades.

ACTION: The Policy Committee tabled the discussion on safety concerns in areas outside of the supervision, communal and transition periods, within buildings and other District sites.

### **OSBA Essential Policies Update**

Mr. Hoying reported that there were no updates at this time.

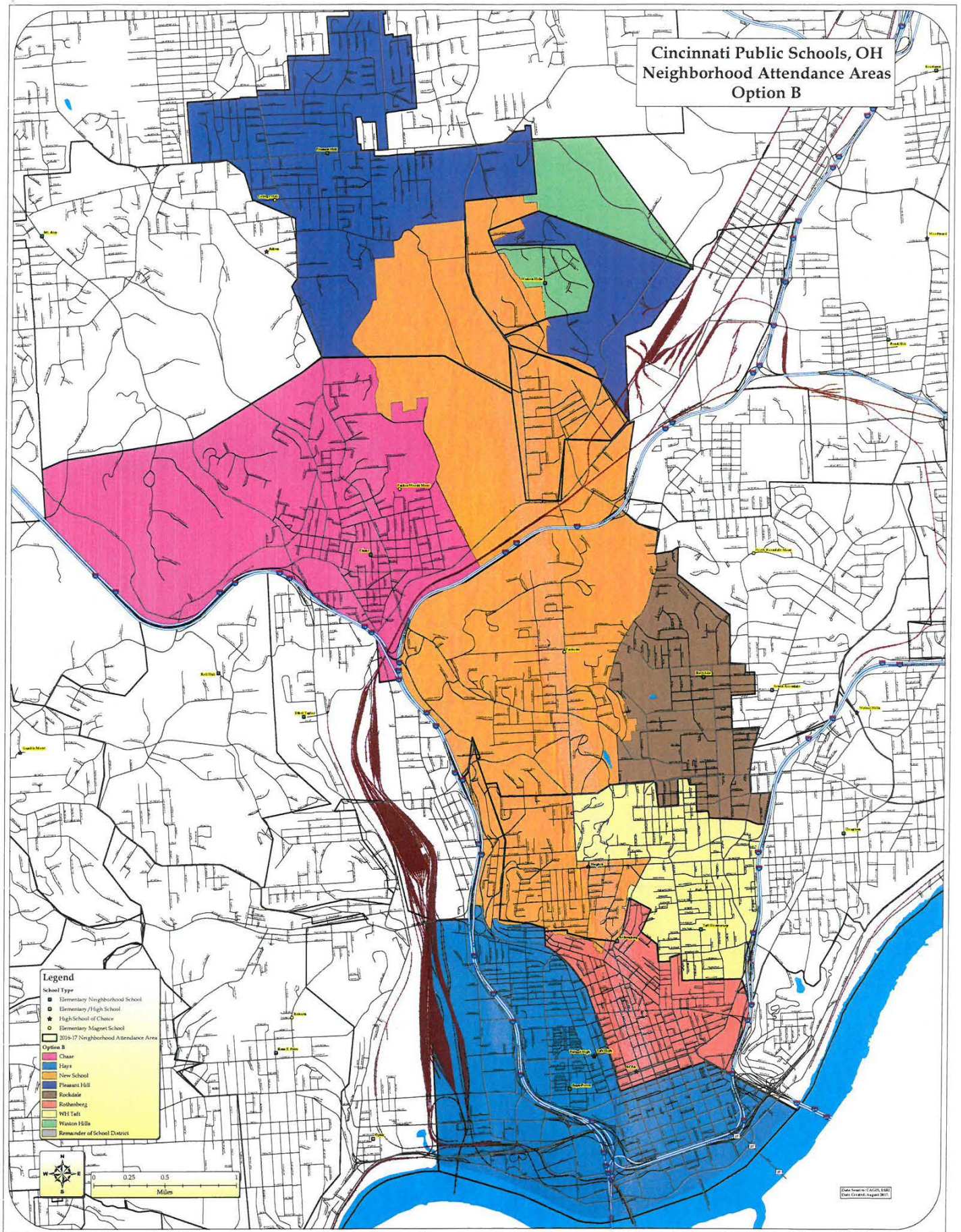
The meeting adjourned at 5:30 P.M.

### **Policy Committee**

Carolyn Jones, Chair  
Elisa Hoffman  
A. Chris Nelms, *absent*

### **Staff Liaisons**

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



March 30, 2017

**FOR YOUR INFORMATION**

TO: Mayor and Members of City Council  
FROM: Harry Black, City Manager **HB**  
SUBJECT: **LIVING WAGE RATE ADJUSTMENTS**

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Cincinnati Municipal Code Chapter 317, as amended July 1, 2016, ordains a "living wage" for full-time, part-time and seasonal City employees and for full-time and part-time employees of covered employers, contractors and subcontractors providing or delivering services to the City of Cincinnati under service contracts equal to or greater than \$20,000.00. The Cincinnati Municipal Code further requires that the amount of the living wage be adjusted every year.

For contracts executed prior to July 1, 2016, the adjustment is a percentage equal to the percentage increase, if any, in the federal poverty guidelines as published by the United States Department of Health and Human Services. For contracts executed on or after July 1, 2017, for contracts amended on or after July 1, 2017, and for City employees, the adjustment is a percentage equal to the percentage increase, if any, in the level of the average Consumer Price Index as published by the Bureau of Labor Statistics, U.S. Department of Labor.

**The adjusted living wage rates effective April 30, 2017 for contracts executed prior to July 1, 2016 are as follows:**

- a. **\$11.87** per hour for employees who have family health care benefits provided by the employer; and
- b. **\$13.39** per hour for employees not provided such health care by the employer.

**The adjusted living wage rates effective April 30, 2017 for contracts executed or amended on or after July 1, 2016 and for City employees are as follows:**

- a. **\$10.23** per hour for seasonal or part-time City employees;
- b. **\$11.88** per hour for employees of covered employers who work fewer than 1,500 hours on an annual basis on a single City contract and for whom the employer provides health benefits;
- c. **\$13.40** per hour for employees of covered employers who work fewer than 1,500 hours on an annual basis on a single City contract and for whom the employer does not provide health benefits; and
- d. **\$15.20** per hour for full-time City employees and employees of covered employers who work 1,500 hours or more on an annual basis on a single City contract.

Questions regarding the living wage rate adjustment may be directed to the Department of Economic Inclusion at 352-3144.

- c: Sheila Hill-Christian, Assistant City Manager  
Markiea L. Carter, Director, Department of Economic Inclusion  
Jennifer B. Mackenzie, Deputy Director, Department of Economic Inclusion

## LIVING WAGE FAQs

### Which contracts are subject to the requirements of the Living Wage ordinance generally?

- Service contracts only; and
- Valued at \$20,000 or more.

### Do the amendments effective July 1, 2016 apply to existing contracts?

- The new provisions do not apply to existing contracts subject to the Living Wage unless the contract is amended to extend its term or otherwise.
- The exercise of a renewal option that is part of the original contract is not considered an extension that would trigger the new provisions.
- The new provisions will apply to all new contracts effective on or after July 1, 2016, subject to the criteria set forth in "Which contracts are subject to the requirements of the Living Wage ordinance generally?" above.

### Who are Covered Employees under the ordinance?

- For Contracts Effective Prior to July 1, 2016:
  - Full-time City employees;
  - Anyone employed by a vendor under a City contract subject to living wage who expends any time working on the contract;
  - Does NOT include employees covered by state or federal prevailing wage.
- For Contracts Effective On or After July 1, 2016:
  - Full-time, part-time and seasonal City employees (as classified by HR);
  - Full-time, part-time and seasonal employees of vendors under a City contract subject to living wage who expend any time working on the contract (see Rates below for a more detailed definition of these terms);
  - Does NOT include employees covered by state or federal prevailing wage.

### Who are Covered Employers?

- For Contracts Effective Prior to July 1, 2016:
  - A contractor or subcontractor under a contract subject to living wage that has not been granted an exemption.
- For Contracts Effective On or After July 1, 2016:
  - Same as above PLUS;
  - Any entity that receives 25% or more of its annual funding from the City.

### What are the current Living Wage rates (effective April 30, 2017)?

- For Contracts Effective Prior to July 1, 2016:
  - **No less than \$11.87 per hour for employees who have health care benefits provided by the employer;**
  - **No less than \$13.39 per hour for employees who do not have employer-provided health care benefits.**
- For Contracts Effective On or After July 1, 2016:
  - **No less than \$15.20 per hour for employees who work more than 1500 hours on an annual basis under a single City contract;**
  - **No less than \$11.88 per hour for employees who work fewer than 1500 hours on an annual basis under a single City contract AND have health care benefits provided by the employer;**
  - **No less than \$13.40 per hour for employees who work fewer than 1500 hours on an annual basis under a single City contract AND DO NOT have employer-provided health care benefits.**

### Do the Living Wage rates increase over time?

- The rates are re-evaluated every year and adjustments take effect on April 30th;
- Wages paid to covered employees by covered employers under contracts to which the ordinance applies must be increased on April 30 each year to at least the adjusted Living Wage minimum rate for that year;
- DEI calculates the adjusted rate each year;
  - For contracts effective prior to July 1, 2016, the increase is indexed to the Federal Poverty Rate;
  - For contracts effective on or after July 1, 2016, the increase is indexed to the Consumer Price Index.