

WELLINGTON EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES OF WORK SESSION

Via Zoom
March 2, 2021
6:03 P.M.

President Murner called the meeting to order by asking for a roll call.

Present: Ratliff, Reynolds, Stump, McClaffin, Murner

Absent: None

DISCUSSION

- A. The Impact Group Presentation, Tom Speaks
- B. 5-Day ReStart Update
- C. Ohio School Boards Association's Standards-Based Board of Education Self-Assessment
- D. Capital Projects Discussion, Treasurer Donnelly
- E. Phone System Audit Discussion, Treasurer Donnelly

FIRST READING OF NEOLA BYLAWS & POLICY REVISIONS (no action, reading only)

- A. Legal Alerts
 - 1. Temporary Evaluation Changes during the Pandemic
 - 2. Temporary Rule Changes for Preschool and Child Care Programs
 - 3. Temporary and Permanent Changes to Licensure, Qualifications, and Staff Training
 - 4. Important Questions about COVID-19 Vaccination Programs
 - 5. Use of Facial Recognition Technology in School Settings
 - 6. Legal Issues That School Officials and Employees Need To Be Aware of When Using Social Media
- B. Bylaws and Policies (Complete Policy Revisions Attached)
 - 1. **Policy 1422 - Nondiscrimination And Equal Employment Opportunity (Revised)**

These policies have been revised to reflect changes in terminology and definitions, terms, and processes that are consistent with the latest regulations released by the United States Department of Education (USDOE), specifically Title IX regulations released in May 2020 (effective August 2020). While these revisions are substantially technical in nature, they should be considered as policy revisions.
 - 2. **Policy 1623 - Section 504/Ada Prohibition Against Disability Discrimination**

In Employment (Revised)

These policies have been revised to reflect changes in terminology and definitions, terms, and processes that are consistent with the latest regulations released by the United States Department of Education (USDOE), specifically Title IX regulations released in May 2020 (effective August 2020). While these revisions are substantially technical in nature, they should be considered as policy revisions.

3. Policy 1662 - Anti-Harassment (Revised)

These policies have been revised to reflect changes in terminology and definitions, terms, and processes that are consistent with the latest regulations released by the United States Department of Education (USDOE), specifically Title IX regulations released in May 2020 (effective August 2020). While these revisions are substantially technical in nature, they should be considered as policy revisions.

4. Policy 2240 - Controversial Issues (Revised)

This policy has been revised because of changes enacted by H.B. 164. The new law defines religious expression to include prayer, religious gatherings such as prayer groups, distribution of written materials or literature of a religious nature, and "any other activity of a religious nature, including wearing symbolic clothing or expression of a religious viewpoint" as long as the expression is not vulgar, obscene, indecent, or offensively lewd. Boards are no longer permitted to restrict student exercise of religion to lunch periods or other non-instructional time periods. Finally, the law declares that a school district may not prohibit a student from engaging in religious expression when completing homework, artwork, or other type of classroom assignment. Rather, the assignments must be graded or scored using ordinary academic standards and shall neither reward or penalize a student based on the religious content. This revised policy reflects current Ohio law and should be adopted to maintain accurate policies.

5. Policy 2260.01 – Section 504/ADA Prohibition Against Discrimination Based on Disability (Revised)

Policy #2260.01 places particular emphasis on protections for students who are identified under Section 504 and ADA, including accessibility to qualified individuals with regard to facilities, programs and activities according to federal law. Revisions to this policy are based on recent Office for Civil Rights (OCR) investigations and reviews of compliance issues, particularly related to vocational education/Career-Technical education programs with particular emphasis on vocational education. These revisions should be adopted and implemented in order to maintain compliance under Section 504 and ADA.

6. Policy 2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities (Revised)

This policy has been revised to reflect the recognized definition of "Rape" as of January 2021, deleting the original reference to the definition required by the Clery Act at the time of the release of the regulations in May 2020. The revised definition is that provided by the National Incident-Based Reporting System (NIBRS). Also, there is a suggested revision in the Appeals section of the policy. While the current regulation does not specifically address the implementation of remedies during the appeals process, it seems to be inappropriate to impose disciplinary sanctions while an appeal is pending. These revisions are recommended for adoption.

7. Policy 3122 - Nondiscrimination And Equal Employment Opportunity (Revised)

These policies have been revised to reflect changes in terminology and definitions, terms, and processes that are consistent with the latest regulations released by the United States Department of Education (USDOE), specifically Title IX regulations released in May 2020 (effective August 2020). While these revisions are substantially technical in nature, they should be considered as policy revisions

8. Policy 3123 - Section 504/Ada Prohibition Against Disability Discrimination

In Employment

These policies have been revised to reflect changes in terminology and definitions, terms, and processes that are consistent with the latest regulations released by the United States Department of Education (USDOE), specifically Title IX regulations released in May 2020 (effective August 2020). While these revisions are substantially technical in nature, they should be considered as policy revisions

9. Policy 3362 - Anti-Harassment (Revised)

These policies have been revised to reflect changes in terminology and definitions, terms, and processes that are consistent with the latest regulations released by the United States Department of Education (USDOE), specifically Title IX regulations released in May 2020 (effective August 2020). While these revisions are substantially technical in nature, they should be considered as policy revisions

10. Policy 4122 - Nondiscrimination And Equal Employment Opportunity (Revised)

These policies have been revised to reflect changes in terminology and definitions, terms, and processes that are consistent with the latest regulations released by the United States Department of Education (USDOE), specifically Title IX regulations released in May 2020 (effective August 2020). While these revisions are substantially technical in nature, they should be considered as policy revisions

11. Policy 4123 - Section 504/Ada Prohibition Against Disability Discrimination In Employment (Revised)

These policies have been revised to reflect changes in terminology and definitions, terms, and processes that are consistent with the latest regulations released by the United States Department of Education (USDOE), specifically Title IX regulations released in May 2020 (effective August 2020). While these revisions are substantially technical in nature, they should be considered as policy revisions

12. Policy 4362 - Anti-Harassment (Revised)

These policies have been revised to reflect changes in terminology and definitions, terms, and processes that are consistent with the latest regulations released by the United States Department of Education (USDOE), specifically Title IX regulations released in May 2020 (effective August 2020). While these revisions are substantially technical in nature, they should be considered as policy revisions

13. Policy 5517 - Anti-Harassment (Revised)

These policies have been revised to reflect changes in terminology and definitions, terms, and processes that are consistent with the latest regulations released by the United States Department of Education (USDOE), specifically Title IX regulations released in May 2020 (effective August 2020). While these revisions are substantially technical in nature, they should be considered as policy revisions

14. Policy 6114 - Cost Principles - Spending Federal Funds

These revisions reflect changes outlined in the President's Management Agenda (PMA). This guidance is intended to focus on improved stewardship and ensuring that the American people are receiving value for funds spent on grant programs. The revisions are limited in scope to support implementation of statutory requirements, alignment of these provisions with other Federal requirements, and clarification of existing requirements to minimize risk in financial transactions. These new regulations will require some revision to current policies. The greatest focus, however, will continue to be on compliant written procedures relative to many of the financial and program management functions. These procedures will necessarily be district-specific, providing a clear picture of how these functions are carried out in the District. Neola has conducted a thorough review of policy and administrative guidelines templates and will be providing appropriate revisions and additions in this special update and in future updates to assist districts in meeting compliance

standards put forth by EDGAR. Policy documents in this special update – EDGAR 2.0 (OH) - have been reviewed by Brustein & Manasevit, PLLC Attorneys at Law and by Ennis Britton Co., L.P.A. for consistency with Federal and State law, respectively.

15. Policy 6144 - Investments (Revised)

This policy has been further revised to include the provisions of H.B. 251, to increase from five to ten years the maturity period of certain political subdivision's bonds and obligations eligible for investment of a district's interim monies. Only certain investments are eligible for up to a ten-year maturity period; most investments are limited to a five-year maturity period. This revised policy reflects current Ohio law and should be adopted to maintain accurate policies if the District wishes to take advantage of such investments.

16. Policy 6146 – Post-Issuance Compliance for Tax-Exempt and Tax-Advantaged Obligations (Revised)

This policy (and corresponding administrative guideline), originally released in 2012 as "upon request", is included for clients in response to audit questions. The new policy was not widely adopted by Ohio districts at that time and, therefore, may not be need to be revised or considered at this time unless there is a need for such financing guidance. Revisions to this policy (and guideline) are a result of the U. S. Securities and Exchange Commission's (SEC's) Municipalities Continuing Disclosure Cooperation Initiative (the "MCDC Initiative"). These revisions are recommended for consideration and adoption, if needed.

17. Policy 6220 – Budget Preparation (Revised)

This policy has been revised and retitled based on client requests for language dealing with budget reserve provisions. The Neola template has included language allowing for such budget restrictions. This revision expands such an option. This revision expands options to consider regarding budget reserve provisions.

18. Policy 6325 - Procurement - Federal Grants/Funds

These revisions reflect changes outlined in the President's Management Agenda (PMA). This guidance is intended to focus on improved stewardship and ensuring that the American people are receiving value for funds spent on grant programs. The revisions are limited in scope to support implementation of statutory requirements, alignment of these provisions with other Federal requirements, and clarification of existing requirements to minimize risk in financial transactions. These new regulations will require some revision to current policies. The greatest focus, however, will continue to be on compliant written procedures relative to many of the financial and program management functions. These procedures will necessarily be district-specific, providing a clear picture of how these functions are carried out in the District. Neola has conducted a thorough review of policy and administrative guidelines templates and will be providing appropriate revisions and additions in this special update and in future updates to assist districts in meeting compliance standards put forth by EDGAR. Policy documents in this special update – EDGAR 2.0 (OH) - have been reviewed by Brustein & Manasevit, PLLC Attorneys at Law and by Ennis Britton Co., L.P.A. for consistency with Federal and State law, respectively.

19. Policy 6423 - Use Of Credit Cards (Revised)

20. Policy 6600 – Deposit of Public Funds: Cash Collection Points (Revised)

Revisions to this policy are based on client requests in response to audit questions. The revision provides direction regarding discrepancies at cash collection points. Further language was added to prohibit cash-back payment for check or credit card overpayments. These revisions are recommended for consideration and adoption.

21. Policy 7440.01 – Video Surveillance and Electronic Monitoring (New)

Due to the significant increase in the use of virtual/on-line learning, this policy has been revised to allow a District to use prerecorded lessons or observations of on-line or virtual learning sessions as part of an employee's evaluation, in accordance with a collective bargaining agreement or Memorandum of Understanding approved by the Board. These revisions are provided to enable expanded use of technology monitoring for appropriate purposes.

22. Policy 7450 - Property Inventory (Revised)

These revisions reflect changes outlined in the President's Management Agenda (PMA). This guidance is intended to focus on improved stewardship and ensuring that the American people are receiving value for funds spent on grant programs. The revisions are limited in scope to support implementation of statutory requirements, alignment of these provisions with other Federal requirements, and clarification of existing requirements to minimize risk in financial transactions. These new regulations will require some revision to current policies. The greatest focus, however, will continue to be on compliant written procedures relative to many of the financial and program management functions. These procedures will necessarily be district-specific, providing a clear picture of how these functions are carried out in the District. Neola has conducted a thorough review of policy and administrative guidelines templates and will be providing appropriate revisions and additions in this special update and in future updates to assist districts in meeting compliance standards put forth by EDGAR. Policy documents in this special update – EDGAR 2.0 (OH) - have been reviewed by Brustein & Manasevit, PLLC Attorneys at Law and by Ennis Britton Co., L.P.A. for consistency with Federal and State law, respectively.

23. Policy 7455 - Accounting System For Capital/Fixed Assets

These revisions reflect changes outlined in the President's Management Agenda (PMA). This guidance is intended to focus on improved stewardship and ensuring that the American people are receiving value for funds spent on grant programs. The revisions are limited in scope to support implementation of statutory requirements, alignment of these provisions with other Federal requirements, and clarification of existing requirements to minimize risk in financial transactions. These new regulations will require some revision to current policies. The greatest focus, however, will continue to be on compliant written procedures relative to many of the financial and program management functions. These procedures will necessarily be district-specific, providing a clear picture of how these functions are carried out in the District. Neola has conducted a thorough review of policy and administrative guidelines templates and will be providing appropriate revisions and additions in this special update and in future updates to assist districts in meeting compliance standards put forth by EDGAR. Policy documents in this special update – EDGAR 2.0 (OH) - have been reviewed by Brustein & Manasevit, PLLC Attorneys at Law and by Ennis Britton Co., L.P.A. for consistency with Federal and State law, respectively.

24. Policy - 7540.02 - Web Accessibility, Content, Apps, And Services

Three existing policies were also suggested for revision in the Social Media Special Update. A comprehensive definition of "social media" was added to Bylaw 0100 Definitions and the definition of "apps and services" was revised as well. Additionally, revisions were proposed for Policy 7540 Technology to replace the previous definition of "social media" and finally, revisions to Policy 7540.04 Staff Technology Acceptable Use and Safety so that the language is current and compliant with the new social media policy. While the suggested revisions were put in place before a global pandemic pushed Districts to utilize on-line learning platforms and more virtual methods of engagement with students, parents, and the community, such use makes consideration of these materials even more important today.

25. Policy 8450.01 – Protective Facial Coverings During Pandemic/Epidemic Events (Revised)

This policy (new in August 2020) is revised to reflect the changes in recommended exemptions enacted by the Ohio Department of Health (ODH) and the Center for Disease Control and Prevention (CDC) in September 2020. The guidance and content of this revised policy may be included in the District's Restart/Reopening plan for the 2020-21 school year. The policy provides coverage for students, district employees, and volunteers/visitors. This revised policy is not currently required by statute or regulation, however is provided for district consideration.

26. Policy 8500 – Food Services (Revised)

This policy has been revised to add the emphasis being sought by the United States Department of Agriculture (USDA) to prohibit stigmatizing students who lack the funds to pay for their meal or with

unpaid meal charges. This revision is recommended for adoption.

27. Policy 8510 - Wellness (Revised)

Revisions to this policy reflect updated requirements for evaluation and review of district wellness policies (at least every three years) and the updated regulations issued by the U.S. Department of Agriculture (USDA). These regulations provide the basis for USDA review and monitoring of district compliance with the Health and Hunger-Free Kids Act. WELLSAT:3.0 is the assessment tool widely used to audit school wellness policies. These revisions reflect the updated USDA regulations and are recommended for adoption.

28. Policy 6152.01 - Waiver Of School Fees For Instructional Materials (Revised)

This policy has been revised to include students and families on reduced meals. (policy already included students and families on free meals.)

29. AG 8500D - Procedure For The Collection And Payment For Charged Meals(Revised)

This revision eliminates the charge limit for the student lunch.

#21-059 APPROVAL TO MOVE TO EXECUTIVE SESSION

Motion was made by McClafflin and seconded by Reynolds to move to Executive Session at 7:12 p.m. per the Ohio Revised Code 121.22 (G)(1); (G)(6) to consider the appointment, employment, or compensation of a public employee or official; to discuss safety and security, union matters and legal matters to be kept confidential.

Yes: McClafflin, Reynolds, Ratliff, Stump, Murner

No: None

President Murner declared this motion passed.

#21-060 APPROVAL TO RETURN TO WORK SESSION

Motion was made by Reynolds and seconded by McClafflin to return to Work Session at 7:50 p.m.

Yes: Reynolds, McClafflin, Ratliff, Stump, Murner

No: None

President Murner declared this motion passed.

FUTURE MEETINGS

A. Tuesday, March 16, 2021, Business Meeting, 6:00 PM, Westwood and via Zoom

B. Tuesday, April 6, 2021, Work Session, 6:00 PM, Westwood and via Zoom

C. Tuesday, April 20, 2021, Business Meeting, 6:00 PM, Westwood and via Zoom

#21-061 ADJOURNMENT

Motion was made by Stump and seconded by Reynolds to adjourn the Work Session at 8:00 p.m.

Yes: Stump, Reynolds, Ratliff, McClaflin, Murner

No: None

President Murner declared this motion passed.

Board President

Treasurer

Note: An audio recording of this meeting is available upon request to the Treasurer.