



REPORT OF THE POLICY AND EQUITY COMMITTEE

The Policy and Equity Committee met on Friday, January 21, 2022, at 9:00 AM in the Rosa E. Blackwell Interactive Learning Center at the Cincinnati Public Schools Education Center, 2651 Burnet Avenue, 45219.

The public viewed the meeting via Video Conference.

ATTENDEES

Policy and Equity Committee Members

Chairperson Mike Moroski, Eve Bolton, Kareem Moncree-Moffett, Ph.D.

Administration

Krista Boyle, Chief Strategic Engagement Communications Officer; Jeremy Gollihue, Chief Information Officer; Daniel Hoying, General Counsel; Lauren Roberts, Chief Audit Executive; Stephanie Scott, Assistant General Counsel

Elect Committee Chair

Committee member Moffett nominated Committee member Moroski to serve another term as Chair of the Policy and Equity Committee. Committee member Bolton seconded the motion. Mr. Moroski accepted the nomination and was elected Chair of the Committee for calendar year 2022.

Hearing of the Public Process

The Board assigned the Policy and Equity Committee to have a discussion on processes for Hearing of the Public.

The Committee discussed having Hearing of the Public both online and in person. They also expressed concern about the possibility of limiting the number of speakers due to time constraints, and that it's about community engagement.

The Committee also talked about re-envisioning Hearing of the Public by formalizing student voice at Board meetings, finding ways to encourage students to participate, submitting questions via the chat format on Blue Jeans (*Blue Jeans is a video conference service*), having a dedicated time for student voice, and hearing from different student voice groups about things that are both good and controversial to them.

The Committee stated that questions being submitted via the chat format may require dedicating someone to respond to the concerns.

Committee Chair Moroski informed Committee members that Blue Jeans has translation capabilities for non-English speaking families, and that interpreters need to be brought back to the meetings. Blue Jeans is also equipped with closed captioning. [Closed captions](#) are a text version of the spoken part of a

television, movie, or computer presentation. Closed captioning was developed to aid the hearing-impaired.

ACTION: The Committee will continue discussing the process, how to encourage more student involvement, and providing interpreters at Board meetings with the full Board under Board Matters at the Regular Business meeting on January 24, 2022.

ACTION: The Administration will also review *Policy 0169 – Public Participation at Board Meetings* and provide appropriate language to include times to speak and participating in Board meetings remotely and in-person. This will be discussed at the February 24, 2022 Policy and Equity Committee meeting.

Chief Audit Executive Review of Policies

Lauren Roberts, Chief Audit Executive, reiterated her update on the audit of the following policies that were assigned at the Policy and Equity Committee meeting on September 24, 2021.

- 2255 Equity and Excellence in Education
- 2256 Anti-Racism
- 2261.01 Parent and Family Engagement in Federal Programs
- 6320 Purchasing of Goods and Services

Ms. Roberts partnered with the Administration and created a spreadsheet that contained questions about things being done to adhere to the policies. She asked the Administration to continue their work that is outlined in the spreadsheet.

The Committee talked about not auditing additional policies until there is progress on the current policies being audited.

The Committee also dialogued about the Local School Decision Making Committee (LSDMC) being charged per policy to have a committee that deals with anti-racism.

It was reported that the LSDMC has not received any guidance on the matter and there is a need to accelerate the concern, as well as addressing parent engagement.

Ms. Roberts recommended that the Diversity, Equity and Inclusion Manager do a presentation on the implementation of Policy 2255 – Equity and Excellence in Education and Policy – 2256 Anti-Racism.

ACTION: The Committee agreed with Ms. Roberts’ recommendation and will add the presentation to the agenda for the Policy and Equity Committee meeting on February 24, 2022.

Cyber Security Policy

Jeremy Gollihue, Chief Information Officer, updated the Committee on the following NIST 2018 (National Institute of Standards and Technology) CyberSecurity Framework, as it relates to Board Policy 7540 – Computer Technology and Networks.

NIST 2018 CyberSecurity Framework	Policy	Procedure / Process / Guideline
Access Control		7540 Access Security
Security Awareness/Training		7540 Access Security
Audit and Accountability		7540 Acceptable Use Policy
Security Assessment and Authorization		7540 Data Security
Configuration Management		Internal

Contingency Planning/Disaster Recovery	7540	Disaster Recovery
Identification and Authentication	7540	Access Security
Incident Response	7540	Incident Response
System Maintenance		Internal (Lease/HW management)
Media Protection	5722, 7540, 9125	Access Security
Physical/Environmental Protection	7440	Property / Plant Security
Security Planning		Internal (Strategic Plan)
Risk Assessment		Internal (ATI/RFP)
Systems and Services Acquisition	7540	Tech Standards and Purchasing/Acquisition
System Communications Protection	7540	Data Security
System and Information Integrity	7540	Data Security
Information Security Program	7540	Data Security

*NIST Cyber Security Framework is being revised for 2022

He also reported that CPS uses this Framework as its guide for CyberSecurity.

The NIST Framework consists of standards, guidelines, and best practices to manage cybersecurity risk and consist of five elements: *Identify, Protect, Detect, Respond, and Recover*. The NIST Framework will be updated in 2022 to reflect additional new technology and changes due to remote structures.

ACTION: Mr. Gollihue will keep General Counsel updated on any changes to the NIST Framework and provide an update to the Policy and Equity Committee at the appropriate time.

ACTION: The Committee recommended to cross-reference or group the technology policies in relation to each other in order to make reading and searching for them user-friendly.

Review Policy 5322: COVID-19 Vaccine Requirements for Employees

The Committee discussed the legalities of asking volunteers working for the District to show their vaccination card. General Counsel Hoying reported that is not illegal to ask to see the cards.

The Committee also discussed requiring volunteers to be fully vaccinated.

The Committee had a robust discussion regarding amending *Policy 5322 – COVID-19 Vaccine Requirements for Employees* to include a requirement for Booster Shots. Committee Chair Moroski expressed his support of Booster Shots and the Committee agreed that language is necessary to be included in the policy.

Committee member Moffett would like to see data on the number of staff that have received the Booster in order to learn the impact.

Assistant General Counsel Scott informed the Committee that the Administration is currently collecting data by asking employees to voluntarily upload their Booster Shot information through Business Plus.

The Committee would like the data to be available by January 24, 2022, in order for the full Board to discuss during the Board meeting that evening.

As the Committee was not in agreement regarding amending the policy nor mandating that volunteers need to be vaccinated, it was determined that a discussion by the full Board is necessary.

ACTION: Committee Chair Moroski will request that Vaccine Policy be added to Board Matters for discussion at the Board meeting on Monday, January 24, in order to have a full Board discussion regarding Boosters, as well as requirements for volunteers.

Restrooms for Transgender Students and Staff

Committee member Moffett asked about procedures on how staff should handle restrooms for transgender students.

General Counsel Hoying informed the Committee that on June 14, 2021, he provided principals with a memo that included the following:

Access to Gender-Segregated Facilities / Restrooms

While there are an increasing number of school facilities designed with gender-neutral facilities, most CPS schools maintain sex-separated restrooms, locker rooms, and changing facilities. Students should be allowed to use the restroom according to the students’ gender identity. Students should not be required to use gender-segregated facilities that correspond only to their sex/gender as determined at birth or that are inconsistent with their gender identity. Students, whether transgender or not, who are uncomfortable using shared facilities shall, upon request, be allowed to use gender-neutral facilities in the school as available (i.e., staff or visitor restrooms).

Transportation Policy Review

Committee member Bolton presented to the Committee the following discussion drafts of policies that she worked with General Counsel Hoying in providing edits from those discussions. Copies of the draft edits are attached.

- **8600.01 – Supervision of Transported Students**
- **8600.02 – Transportation of Students**
- **8650 – Transportation by District Contracted Vans**

Additional edits that were made to the policies will be presented at the Policy and Equity Committee meeting on February 24, 2022.

Other Business

The Committee agreed to conduct its meetings on the third Friday of each month at 9:00 am.

The Committee will conduct its February 2022 meeting on February 24, 2022 due to scheduling conflicts on Friday, February 18, 2022.

Hearing the Public

The following person addressed the Committee regarding the topic indicated.

Heather Gerker Restrooms for transgender students / Training staff for LGBTQ students

The meeting adjourned at 10:36 am.

Policy and Equity Committee

Mike Moroski, Chair
Eve Bolton
Dr. Kareem Moncree-Moffett

Staff Liaisons

Dan Hoying, General Counsel
Krista Boyle, Chief Communications + Engagement Officer

Book	Cincinnati City School District Policies
Section	8000 Operations
Title	Supervision Of Transported Students
Code	8600.01
Status	Active
Adopted	August 13, 2007

Cincinnati City School District Policies

A primary concern in the transporting of students is their safety. The Board of Education advises all parents of children being transported that the parents are responsible for their children's safety and well-being until they board the bus or taxi or van for departure and again when they return to their district school or drop-off point. Parental responsibility extends to bus stops and pickup points including those established on school grounds for convenience of students. While being transported, the transportation contractor is responsible until the children reach their destinations.

WHAT'S THE DEFINITION OF SAFETY? DOES THAT INCLUDE CLEANLINESS AND ENVIRONMENTAL HEALTH OF THE BUS? PERSONAL SECURITY?

WHO IS RESPONSIBLE FOR OUR STUDENTS DURING TRANSPORTATION TRANSFERS?

DO THE PUBLICLY DETERMINED AND SUPPORTED BUS STOPS NEED TO RECEIVE THE APPROVAL BY THE DISTRICT BECAUSE THE PASSENGERS FOR WHICH CPS ARE PAYING ARE MINORS?

WHEN ROUTES ARE RUN LATE AND STUDENTS ARE TARDY TO SCHOOL OR LATE HOME DURING THEIR TRANSPORTATION BY THE CONTRACTOR, WHO IS RESPONSIBLE FOR THEIR SAFETY AS THEY WAIT FOR THE NEXT BUS?

IF STUDENTS ARE UNACCOUNTED FOR DURING THEIR TRANSPORTATION BY THE CONTRACTOR, WHO IS RESPONSIBLE FOR THEIR SAFETY?

DISCUSSION DRAFT – BOLTON – 12/07/2021

Book Cincinnati City School District Policies

Section 8000 Operations

Title Transportation Of Students

Code 8600.02

Status Active

Adopted July 10, 1944

Last Revised June 28, 2010

Cincinnati City School District Policies

The District's primary transportation policy will address all forms of transportation available to families and students. When addressing transportation, students' and schools' instructional needs must be the first two priorities followed by district financial capacity, rational and market influenced district growth, and the community's environmental sustainability and carbon footprint.

The organization of equitable District transportation services will begin at the school campus site rather than student addresses. A transportation plan will contemplate walkability, cycling, carpooling, privately-owned small vehicle fleets, large extensive yellow bus transportation, participation in regional public transportation, and as needed and as feasible a district-direct transportation service.

A. This policy sets forth transportation services to be provided for students residing within the Cincinnati City School District attending schools for which the State Board of Education prescribes minimum services (THE STATE MINIMUM SHOULD BE LISTED).

1. In accordance with ORC 3327.015, upon authorizing transportation services for an ineligible student, transportation services must remain in effect for the full duration of the current school year. (IS THAT BECAUSE CPS GOES ABOVE

AND BEYOND? DOES ELIGIBLE AND INELIGIBLE IN THAT REFERENCE REFER TO STATE ELIGIBILITY VS. DISTRICT ELIGIBILITY?

2. State eligible transportation students will receive transportation provided by the District. State ineligible/District eligible students needing transportation will have transportation provided by the District based on the criteria and procedures set forth below by the Board of Education. Exceptions and certain accommodations in specific cases can be determined by the Transportation Director with the approval of the responsible Assistant Superintendent. ~~Transportation services will be provided to ineligible student based on the criteria and procedures set forth by the Transportation Director and or designee.~~
- B. Students in grades K–8, attending elementary schools whose residence is one mile or farther from the school of attendance will be offered transportation services as follows:
1. Transportation will be offered for students in grades K-8 by yellow school bus, if ~~practicable~~practical.
 2. Students attending CPS elementary schools meeting the minimum distance criteria must also live within the approved attendance area of the school or specified attendance area of the magnet school to receive transportation service, if ~~practicable~~practical.
 3. Students residing within the District boundaries attending non-public or community elementary schools meeting the minimum distance criteria must also comply with the thirty (30) minute eligibility test as set by state law to receive transportation service, if ~~practicable~~practical (WHAT IS THE 30-MINUTE ELIGIBILITY TEST?). Eligible students in grades K-8 attending non-CPS schools will be provided a viable mode of service in accordance with Ohio Administrative Code 3301-83-19 (WHAT IS THE DEFINITION OF THAT CODE?).
 4. Cincinnati Public Schools students residing within the attendance area of a CPS elementary school (K-8) that must be relocated to "swing space" during construction of a new or remodeled school building or during a public calamity causing a school closure will be temporarily offered transportation without regard to distance until completion or clearance to return.
- C. Students in grades 7 – 12 attending a ~~high~~-school whose residence is one and one quarter miles from the school of attendance will be offered transportation as follows (IS IT TIME TO JUST SAY ALL 7-8 GRADERS WILL BE TRANSPORTED BY YELLOW BUS AND CHANGE 7-12 TO 9-12? IF WE MOVE TO DOING ONLY 9-12. IS IT TIME TO CHANGE THE 1.25 MILES TO 1.5 MILES? IS IT TIME TO ALLOW FAMILIES WHO HAVE CHILDREN IN GRADES 7-12 ATTENDING THE SAME SCHOOL TO CHOOSE TO HAVE THEIR 7-8 CHILDREN ON PUBLIC TRANSPORTATION WITH THEIR 9-12 SIBLINGS?)

1. Transportation services will be offered to eligible students and provided by an authorized transportation provider in compliance with Ohio Administrative Code 3301-83-19 (WHAT IS THE DEFINITION OF THAT CODE?). Any request for alternative transportation service shall be reviewed and approved by the Director of Transportation and approved by the responsible Assistant Superintendent and/or designee prior to the commencement of service.
2. Students in grades 9-12 who benefit from the contractual arrangement between CPS and Southwest Ohio Regional Transit Authority (SORTA) subset Student Transportation Program will be ~~are~~ issued appropriate and individualized passes based upon needs assessment and instructional program requirements. Students issued such passes will, with the District's assistance, be responsible for the replacement of lost passes and/or additional passes required throughout the year. Metro Smartcards are subject to replacement fees after issuance of a Smartcard.
3. Students involved in extra-curricular activities in grades 7 – 12 who are actively transported on public transit will be issued appropriate and individualized passes based upon needs assessment and instructional program requirements for extended hours use.
- ~~2.4.~~ Starting and ending times for all schools will be determined and coordinated based upon transportation quadrants/regions and within responsible, healthy arrival and dismissal times.

~~D.~~ Students attending a K-12 school whose residence is one mile or farther from the school, will be offered transportation services as follows:

- ~~1.~~ Transportation will be offered by yellow school bus, if practical.
- ~~2.~~ Metro Pass may be used for students in grades 7—12 when yellow bus is impractical.
- ~~3.~~ Students who are issued Metro Smartcards are subject to replacement fees after issuance of a Smartcard.
- ~~4.~~ Students involved in extra-curricular activities in grades 7—12 who are actively transported on public transit will be issued an Extracurricular Smartcard to be used in conjunction with their Metro Smartcard for extended hours use.

~~E.D.~~ The District will determine the safest, least restrictive, most viable and greenest method of service available in providing transportation to eligible students prior to deeming it impractical to provide service. If transportation is offered but not used, the District has no further obligation to provide transportation.

All Eligible students in grades K-12 residing within the District will receive transportation services; however, as stipulated by Ohio Revised Code 3327.02 certain requests may not be practicable for the following reasons: ~~and requesting transportation services to and~~

~~from their school of attendance will be reviewed by the Director of Transportation and/or designee to determine the mode of service which may result in the request being deemed impractical based on one or more of the following factors in Ohio Revised Code 3327.02:~~

1. The time and distance required to provide transportation;
2. The number of students to be transported;
3. The cost of providing transportation in terms of equipment, maintenance, personnel, and administration;
4. Whether similar or equivalent services are provided to other students eligible for transportation;
5. Whether and to what extent the additional service unavoidably disrupts current transportation schedules;
6. Whether other reimbursable types of transportation are available.

~~F.~~ E. Transportation will be offered to students attending a District school Cincinnati Public Schools that have "transportation as a related service" required by their individualized education plan in accordance with such plan. (WHAT ABOUT NON-CPS STUDENTS WITH IEPs? ARE WE REQUIRED TO ACKNOWLEDGE AND MEET THE IEP REQUIREMENTS?)

~~G.~~ The District will determine the safest, least restrictive, viable method of service available in providing transportation to eligible students prior to deeming it impractical to provide service. Parents do not have the choice of type of service offered. If transportation is offered but not used, the District has no further obligation to provide transportation.

~~H.~~ F. It is the goal of the Board of Education and the commitment of the Administration to implement a transportation program that, where practical, transportation service shall meet the following objectives:

1. Yellow bus student ride time shall be less than fifty-five (55) seventy-five (75) minutes one way.
2. School day starting times and dismissal times shall be such as to Accommodate at least two routes per bus.
3. Transportation vehicles shall arrive and depart school within fifteen (15) Minutes of start and completion of the school program.
4. Yellow bus stops shall be within one-half (1/2) mile of residence.
5. Students transported via public transit vehicles will access the nearest public transit stops established by the public transit authority (DO THE PUBLICLY DETERMINED AND SUPPORTED BUS STOPS NEED TO RECEIVE THE APPROVAL BY THE DISTRICT BECAUSE THE PASSENGERS FOR WHICH CPS ARE PAYING ARE MINORS?).

~~5-6~~ For arrival and dismissal, students transported via public transport vehicles will be released and picked up not more than 1/8 of a mile from the school.

Adopted 7/10/44
Revised 7/1/48
Revised 9/8/52
Revised 2/21/55
Revised 6/22/64
Revised 1/24/72
Revised 11/13/72
Revised 1/14/74
Revised 11/25/74
Revised 10/13/75
Revised 9/12/77
Revised 9/11/78
Revised 5/14/84
Revised 5/13/85
Revised 6/26/06
Rescinded 9/13/07
Reinstated 11/7/07
Revised 12/8/08
Revised 6/28/10

DISCUSSION DRAFT – BOLTON – 11/30/2021

Book	Cincinnati City School District Policies
Section	8000 Operations
Title	Transportation By District Contracted Vans
Code	8650
Status	Active
Legal	R.C. 3327.10 R.C. 4511.01 A.C. 3301-83-19
Adopted	August 13, 2007

Cincinnati City School District Policies

It is the policy of the Board of Education to provide a portion of the District's transportation to students via District-contracted vans designated for nine (9) passengers or less, when the use of buses is not practicable/reasonable. Vans shall only be used for the transportation of nine (9) or fewer passengers, not including the driver, in accordance with the original design and construction of the vehicle. Students shall not be transported in larger passenger vans (e.g., non-conforming extended van-type vehicles) carrying ten (10) passengers or more (particularly 12-15 passenger vans) (12-15 BY LAW?).

Similar to school buses, vans shall be used by the Board for the transportation of resident students between their home areas and the schools of the District to which the students are assigned or to their nonpublic or community schools. However, such use shall generally be limited to preschool disability children, special needs children, and students experiencing homelessness, students placed in foster care, children inaccessible to buses, and students placed in alternative schools, and other students as determined necessary. Vans may also be used to transport students to and from field trips and/or other Board-approved school-related activities.

Students who are transported by van are expected to conduct themselves in the same manner required of students transported by bus and shall be subject to all applicable disciplinary rules and District behavior expectations.

All van drivers shall complete the required Ohio School Van Driver training program prior to transporting students, meet all other qualification requirements (WHAT QUALIFICATIONS BY LAW?), and comply with the Ohio Pupil Transportation and Safety Rules and applicable Board policies and guidelines relative to student transportation.

The Superintendent or the Superintendent's designee at no less than the administrative level of the Assistant Superintendent is responsible for developing and implementing the appropriate administrative guidelines for this policy.