



## **REPORT OF THE POLICY AND EQUITY COMMITTEE**

The Policy and Equity Committee met on Thursday, February 24, 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: 12

### **ATTENDEES**

#### Policy and Equity Committee Members

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

#### Administration

Krista Boyle, Chief Strategic Engagement Communications Officer; Susan Bunte, Assistant Superintendent; Daniel Hoying, General Counsel (Virtual); Stephanie Scott, Assistant General Counsel

### **Implementation of Policy 2255-Equity and Excellence in Education Policy – 2256 Anti-Racism Update**

The Committee will discuss the Policy at the March 18, 2022 Policy and Equity Committee meeting.

### **Board Bylaw 0160: Meetings (0169 – Public Participation at Board Meetings (Hearing the Public)**

The Committee discussed the draft policy and recommended revisions to language around school governance, what time those wanting to speak should register, how many minutes to speak, how many individuals from one group should speak, and should one organization be permitted to speak longer than another.

**ACTION:** The Committee assigned the Chief Strategic Communication Engagement Officer to make it clear to the community that Board and Committee meetings are in person and open to the public.

**ACTION:** The Committee will research procedures and or the Collective Bargaining Agreement for language that may be included regarding the length of time that the President for the Cincinnati Federation of Teacher can speak at public Board meetings.

The Committee recommended to have discussions about improving Board meetings and recommended to move Hearing of the Public further up on the agenda.

The Committee also talked about inviting other Unions for the District to speak at Board meetings.

## **Policies recommended to the Board for Approval**

**ACTION:** The Committee reviewed the following policies and will recommend them to the Board for approval at the Regular Business meeting on February 28, 2022.

- **Policy 3141 – Retirement**  
General Counsel Hoying highlighted [Ohio Revised Code 3309.345](#) about employees retiring required to meet the following:

Reemployed superannuate (retire someone) with a pension. or rehire in position filled by vote of members of board or commission

The section applies in the case of a person who is or most recently has been employed by an employer in a position that is customarily filled by a vote of members of a board or commission.

The law applies only to persons who retire from and seek to be rehired to the same position.

- **Policy 3160 – Physical Examination**

### **Policy 5321 – Requirement to Wear Masks to Prevent the Spread of COVID**

Committee member Moffett asked what the District’s position is on the mask mandate that is still in effect. She stated that she is aware that masks are impacting learning and that parents are asking when the mandate will be lifted.

She also asked if the District will be taking guidance from the Centers for Disease Control and Prevention (CDC), Cincinnati Children's Hospital Medical Center or the Hamilton County Public Health Department to discontinue the mask mandate.

Assistant Superintendent Bunte reported that she spoke with Dr. Robert Kahn, Cincinnati Children's Hospital Medical Center, and Dr. Mussman, Hamilton County Public Health Department, to discuss parameters about mask wearing. She stated that CDC may mandate that the wearing of masks remain the same for schools.

Ms. Bunte also reported that the CDC and the Health Department recommended to use hospital rates (20 COVID-19 cases per day) as a barometer in removing the masks.

Committee member Bolton talked about the possibility of removing the mask mandate after Spring Break.

Committee member Moffett asked about parameters being set to remove masks during performing arts performances.

**ACTION:** Committee Chair Moroski asked about what the timeline would be for eliminating the wearing of masks, based on the 20-day hospitalization recommendation. Ms. Bunte will follow-up with Dr. Kahn to get the information.

**ACTION:** Assistant Superintendent Bunte will research if qualitative data is available regarding the wearing of masks affecting student learning.

**ACTION:** The Policy and Equity Committee will move the discussion of wearing masks to the full Board for a brief presentation at the February 28, 2022 Board meeting. The Administration will provide a more robust presentation at a Regular Business meeting in March 2022.

### **Board Assignments**

#### **Boosters / Policy 5322 – COVID-19 Vaccine Requirements for Employees**

The Committee discussed Mr. Moroski's assignment about adding the Booster vaccine to the policy.

Committee members Bolton and Moffett agreed with the policy as is.

Mr. Moroski still agreed that language should be added.

Language about the Booster vaccine will not be added to the policy and will not move to the full Board for discussion.

Stephanie Scott reported that approximately 1,000 employees voluntarily reported that they received the booster vaccine, out of approximately 5,000 employees.

#### **Draft Resolution – Juneteenth as a CPS Holiday**

General Counsel Hoying presented to the Committee a draft *Resolution Recognizing Juneteenth as a Holiday for Cincinnati Public Schools*.

He reported that in June 2021, the United States Congress approved a bipartisan bill to approve Juneteenth as a Federal holiday, with a unanimous vote in the U.S. Senate and a nearly unanimous vote in the U.S. House of Representatives, and the bill was signed into law by President Biden on June 17, 2021.

The official holiday is celebrated on June 19.

**ACTION:** The Committee reviewed, discussed and agreed with recommending the resolution to the full Board for approval after Mr. Hoying presents the day that the holiday will be celebrated in the District (June 17 or 20). The resolution will be reviewed at the March 18, 2022, Committee meeting.

Committee member Bolton inquired if the 2022-2023 school calendar has been completed. Ms. Bunte reported that the calendar has been completed and being submitted to the Board for approval at the February 28, 2022, Regular Board meeting.

**ACTION:** Ms. Bunte will also provide the Committee with the 2-year school calendar at the March 18, 2022, Policy and Equity Committee meeting.

**ACTION:** Ms. Bolton advised the Administration to add other holidays to the calendar and engage the community about the various holidays.

Ms. Bolton reported that the school calendars should be moved from the Student Achievement and District Instructional Committee to the Policy and Equity Committee.

#### **Discuss Resolution – Childhood Trauma Resolution**

Committee Chair Moroski informed the Committee about the Ohio House of Representatives' *Resolution on Urging the Governor to declare a State of Emergency on Childhood Trauma in Ohio* (attached).

Mr. Moroski highlighted the following language in the document:

WHEREAS, Law enforcement, the juvenile justice system, substance use treatment providers, the education system, and social service networks (including foster care, adoption, and other child welfare services, disability services, and family and community supports systems) should all be equipped with up to date knowledge and training on trauma-informed and trauma responsive care;

**ACTION:** The Committee reviewed and agreed with supporting the resolution. The Committee will recommend that Mr. Hoying draft a resolution in support that will be sent to the Board for recommendation of approval. The Committee recommended that Health and Safety Committee review the resolution at one of their meetings.

### **Policy Committee Draft Workplan**

Mr. Hoying reviewed with the Committee the 2022 Workplan and also reported that policies scheduled on the 2021 Workplan have been completed, as well as policies related to the Budget, Finance and Growth Committee.

Committee member Bolton recommended to table the plan for more opportunity to make the document more “policy” oriented towards the District.

She also recommended to include the Local School Decision Making Committee (LSDMC) meetings in the plan and have them present at Policy and Equity Committee meetings due to plethora of information that is shared in those in meetings about things happening in the District that of which the Board may not be aware.

**ACTION:** The Committee agreed to table the plan and advised members to submit revisions and additions to the plan by March 11, 2022, for review at the March 18, 2022 Policy and Equity Committee meeting.

### **Transportation Policy Review**

Mr. Hoying updated the Committee on revisions that were made to the following transportation policies. 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 March 18, 2022.

### **Other Business**

Committee member Bolton advised to add Attendance Boundary Lines to the March 18, 2022, Committee meeting agenda and include the “bubble boundary” maps that highlight where students come from and what schools they are attending.

Committee Chair Moroski reported that the seven-day average for hospitalizations today is 48 admissions a day for COVID-19.

The Committee agreed to reschedule the June 17, 2022, Committee meeting to June 24, 2022.

**Hearing the Public**

The following person addressed the Committee regarding the topic indicated.

Leslie Mooney          Fairview Parent and LSDMC Chair / Wearing of Masks

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

**As Introduced**

**134th General Assembly  
Regular Session  
2021-2022**

**H. C. R. No. 14**

**Representatives Brinkman, Denson**

**Cosponsors: Representatives Lepore-Hagan, Miranda, West, Ingram, Carfagna, Kelly,  
Smith, M., Crawley, Russo, Weinstein, Crossman, Lightbody, Dean**

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**A CONCURRENT RESOLUTION**

Urging the Governor to declare a State of Emergency on 1  
Childhood Trauma in Ohio. 2

**BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE STATE OF  
OHIO (THE SENATE CONCURRING):**

WHEREAS, Emerging research in neuroscience and psychology 3  
reported by the National Child Traumatic Stress Network (NCTSN) 4  
shows that trauma has a foundational impact on various aspects 5  
of human development across the lifespan; and 6

WHEREAS, According to the NCTSN, complex trauma 7  
differentially impacts vulnerable, marginalized, 8  
underrepresented, and at-risk people experiencing poverty, 9  
disability, or systemic oppression due to race, religion, gender 10  
identity, or sexual orientation; and 11

WHEREAS, The 2017-2018 National Survey of Children's Health 12  
(NSCH) found that more than 500,000 Ohio children reported one 13  
or more adverse childhood experiences (such as divorce, death of 14  
a parent, having a parent who served time in jail, experiencing 15  
violence in the home or community, being a victim of violence, 16  
living with a person with mental illness or a problem with drugs 17  
or alcohol, or experiencing unfair treatment due to race or 18

**As Introduced**

ethnicity) and more than 400,000 Ohio children reported two or more adverse childhood experiences; and

WHEREAS, The American Academy of Pediatrics describes adverse childhood experiences as stressful or traumatic events that occur during childhood and are strongly related to a wide range of health problems; and

WHEREAS, Culture can provide a source of strength, unique coping strategies, and specific resources to respond to trauma; and

WHEREAS, Culture influences how an individual interprets and assigns meaning to trauma, impacts how an individual conveys stress through behavior, emotions, and thinking, and affects the determination of health concerns and appropriate interventions and treatments; and

WHEREAS, The NSCH found that the potential for childhood trauma exists among all major racial and ethnic groups in the United States, and some racial and ethnic minorities are at a greater risk for specific traumas and adverse effects from trauma; and

WHEREAS, The American Psychological Association recognizes that racism is a contributing factor to childhood trauma for children of African American, Native, and Hispanic/LatinX descent; and

WHEREAS, The NCTSN acknowledges that poverty is a contributing factor to childhood trauma; and

WHEREAS, the NCTSN discusses how children living in poverty experience chronic stress and feelings of instability and are more likely to live in neighborhoods with high rates of exposure to other traumas such as neighborhood violence and house fires; and

**As Introduced**

WHEREAS, Oppressive systems in the United States have been 49  
perpetuating and maintaining a traumatized existence for African 50  
Americans since slavery; and 51

WHEREAS, The Substance Abuse and Mental Health Services 52  
Administration (SAMHSA) recognizes that a trauma-informed 53  
approach is not a prescribed set of practices or procedures, but 54  
instead reflects adherence to the following six key principles 55  
that can be generalized across multiple settings: (1) safety; 56  
(2) trustworthiness and transparency; (3) peer support; (4) 57  
collaboration and mutuality; (5) empowerment, voice, and choice; 58  
and (6) cultural, historical, and gender issues; and 59

WHEREAS, Law enforcement, the juvenile justice system, 60  
substance use treatment providers, the education system, and 61  
social service networks (including foster care, adoption, and 62  
other child welfare services, disability services, and family 63  
and community supports systems) should all be equipped with up 64  
to date knowledge and training on trauma-informed and 65  
traumaresponsive care; and 66

WHEREAS, Based on the sources described above, we 67  
acknowledge that children experience long-term consequences from 68  
trauma they receive through oppressive systems, and part of the 69  
goal of this resolution is to recognize how those systems 70  
perpetuate trauma within the African American community and 71  
among children living in poverty; now therefore be it 72

RESOLVED, That we, the members of the 134th General 73  
Assembly of the State of Ohio, call upon the Governor to take 74  
action to address childhood trauma and respectfully urge him to 75  
declare a State of Emergency on Childhood Trauma to increase 76  
public knowledge in identifying and treating the conditions 77  
caused by post-traumatic stress disorders related to child 78  
development, with an emphasis on the six key principles of a 79  
trauma-informed approach and how laws, policies, and systems 80

**As Introduced**

have contributed to ongoing trauma within minority communities; 81  
and be it further 82

RESOLVED, That the Clerk of the House of Representatives 83  
transmit duly authenticated copies of this resolution to the 84  
Governor and the news media of Ohio. 85

**Policy Committee – 2-21-22 (DH)**

Book	Cincinnati City School District Policies
Section	8000 Operations
Title	Transportation Of Students
Code	8600.02
Status	Active
Adopted	July 10, 1944
Last Revised	November 21, 2019
Prior Revised Dates	6/28/2010, 12/8/2008, 6/26/2006, 5/13/1985, 5/14/1984, 9/11/1978, 9/12/1977, 10/13/1975, 11/25/1974, 1/14/1974, 11/13/1972, 1/24/1972, 6/22/1964, 2/21/1955, 9/8/1952, 7/1/1948

*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. Under Ohio Rev. Code 3327.01, school districts are required to transport all students in grades kindergarten to eighth grade who live at more than two miles from their assigned school.
- Beyond the minimum eligibility described above, the Board of Education will establish the eligibility criteria for student transportation as described below. Exceptions and certain accommodations in special cases will be determined by the Superintendent or designee.
  - 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.

~~Transportation services will be provided to ineligible student based on the criteria and procedures set forth by the Transportation Director or designee.~~

- B. Students in grades K–8, attending elementary schools whose residence is one (1) 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~~lel.
  2. Students attending the District's 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 ~~practical~~practicable.
  3. ~~Students residing within the District boundaries~~Resident students who attending non-public or community elementary schools will be provided transportation, if practicable, if the student lives one (1) mile or more from the non-public or community school, and the direct travel time to the non-public or community school is not more than thirty (30) minutes. 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 practical. Eligible students in grades K-8 attending non-District schools will be provided a viable mode of service in accordance with Ohio Administrative Code 3301-83-19.
  4. District students residing within the attendance area of a District elementary school 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 (1-1/4) miles from the school of attendance will be offered transportation as follows:
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. Any request for alternative transportation service shall be reviewed and approved by the ~~Director of~~

Transportation Superintendent or designee prior to the commencement of services.

2. Students who benefit from the contractual arrangement between CPS and the Southwest Ohio Regional Transit Authority (SORTA) will be issued appropriate and individualized passes based upon a 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. ~~are issued 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 a needs assessment and instructional program requirements for extended hours use.
  
  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.
  
  - 5.
- D. Students attending a K-12 District school whose residence is one (1) 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 Smartcards 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 a public transit will be issued an extra-curricular Smartcard to be used in conjunction with their Metro Smartcard for extended hours use.

- E. 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.
- F. Eligible students in grades K-12 residing within the District and requesting transportation services to and from their school of attendance will receive transportation services. However, as stipulated in Ohio Revised Code 3327.02, certain requests may not be practicable for the following reasons: -be reviewed by the Director of Transportation 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 the ORC 3327.02:
1. The time and distance required to provide transportation.
  2. The number of students being 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.
- G. Transportation will be offered to students attending a District school that have "transportation as a related service" required by their individualized education plan in accordance with such plan.

~~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. 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 ~~seventy~~fifty-five (~~75~~55) 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. For arrival and dismissal, students transported via public transportation should be released and picked up not more than one-eighth (1/8<sup>th</sup>) of a mile from the school.

***Draft for Policy Committee – 2-24-22 (DH)***

Book Cincinnati City School District Policies  
Section 8000 Operations  
Title Transportation By District Contracted Vans  
Code 8650  
Status Active  
Adopted August 13, 2007  
Last Revised October 17, 2019

*Cincinnati City School District Policies*

It is the policy of the Board of Education to provide transportation to students via District-contracted vans designated for nine (9) passengers or less, when the use of buses is not **reasonablepracticable**. 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).

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 students, special needs students, students experiencing homelessness, students placed in foster care, students 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, 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 is responsible for developing and implementing the appropriate procedures for this policy.