

**REPORT OF THE POLICY COMMITTEE**

The Policy Committee met on Thursday, August 16, 2018 at 11:30 am at the Cincinnati Public Schools Education Center in the Board Office Conference Room.

**ATTENDEES**

Policy Committee Members

Chairperson Melanie Bates, Eve Bolton, Mike Moroski

Administration/Staff

Emily Campbell, Director, Curriculum; Kathleen Crable, Senior Executive Secretary; Josh Hardin, Athletics Manager; Dan Hoying, General Counsel; Lauren Worley, Chief Strategic Communications Engagement Officer

Cincinnati Federation of Teachers (CFT)

Julie Sellers, President; Kendra Phelps, Education Issues

Community Members/Parents

Marlena Brookfield, David Brenner, Jen Kramer-Wine, Craig Rozen

Golf Manor City Council

Sharon Chaney

**Board Assignment – Re-Affirmation to Organized Labor Resolution**

The Board at its August 8, 2018 Regular Business Meeting assigned the Policy Committee to review a *Resolution Affirming Labor Rights and Obligations in Public Workplaces*.

The resolution is in response to the recent ruling of the Supreme Court of the United States in *Janus v. AFSCME Council 31*, 585 U.S. (June 27, 2018). The *Janus* decision overturns decades of well-established law and practice relating to the right of a union to require the payment of fair share agency fees from public sector employees who decline union membership. Under *Janus*, public employers may not deduct agency fees from a nonmember's wages, nor may a union collect agency fees from a nonmember, without the employee's affirmative consent.

The Committee discussed the resolution and General Counsel will also review the document and provide Ohio Revised Code language within the resolution as well as language appropriate to labor rights.

**ACTION:** The Policy Committee will review an updated draft of the resolution at their September 20, 2018 meeting.

**Status of FACET (Family and Civic Engagement Team)**

House Bill 1, which included Ohio Revised Code Section (RC) 3313.821, required school districts to appoint a *Family and Civic Engagement Team* that would include parents, community, health and human services, business representatives, and any other representatives identified by the board.

On June 14, 2010, the Cincinnati Board of Education passed a *Resolution Appointing Members to the Family and Civic Engagement Team*. On July 2011, House Bill 30 eliminated the requirement that school districts establish Family and Civic Engagement teams, except as required for the Federal Race to the Top grant.

Because of the Board's commitment to engage, include and collaborate with families, students, residents, communities, and stakeholders, and recognition that their active involvement is essential to the Board's own responsibility for effective and equitable governance, the Board continued with and revamped the Family and Civic Engagement Team to the **Family and Community Engagement Team**.

The Committee discussed the current status of the Family and Community Engagement Team and determined that the group is not active and that the work of that team is applicable to the Board's new Strategic Engagement and Planning Committee.

**ACTION:** The Committee will recommend termination of the FACET to the Board at their August 27, 2018 Regular Business Meeting.

#### **Continued Discussion: Policy 1520 – Employment of Administrators**

**ACTION:** The Committee reviewed and agreed that the policy is consistent with Ohio Revised Code and will recommend approval of the document at the August 27, 2018 Regular Business meeting.

#### **Policy 1530 – Evaluation of the Superintendent**

Mr. Hoying reported that he and Superintendent Mitchell reviewed Policy 1530 – Evaluation of the Superintendent, and neither recommended changes to the policy.

**ACTION:** General Counsel's staff will mark the policy as reviewed with the date of August 16, 2018.

#### **Policy 7510 – Use of Facilities and District Property**

##### Use of Alcohol at CPS Facilities

The Committee reiterated to the Committee that the following language contained in the policy that references use of alcohol will be addressed on a case-by-case basis.

*A waiver submission for **sale or distribution of alcohol** must be submitted for review and recommendation to the Partnership/Public Engagement Committee. All waiver requests must be approved by the Board of Education. The request for a waiver must be submitted and could take up to four (4) months to be considered by the Board of Education.*

##### Equity in Rentals, Fee Sheet, State Statutes for Political Purpose Use

Mr. Hoying reviewed with the Committee recommended revisions to Policy 7510 that include tobacco use on District property, adhering to the COAST Agreement and alcohol waivers being approved on a case-by-case basis.

The Committee reviewed a spreadsheet of building use rental applications and expressed concern about the low number of rentals at various schools, if schools are accurately reporting use of the facilities, how the rental applications are being tracked, and if schools are engaging the community.

The Committee discussed the possibility about waivers being required for individuals when using facilities for events or classes that could put the District at risk. Events or classes offered at no charge that benefit the students, teachers, and the District would not fall under the waiver.

**ACTION:** Mr. Hoying will address the following assignments and update the Committee at the September 20, 2018 Policy Committee meeting.

1. Review to what extent changes may be made to the rental agreement by individual schools without District approval.
2. Review Ohio Revised Code for political use of buildings.

**ACTION:** The Committee will recommend approval of the facilities policy at the August 27, 2018 Regular Business meeting.

**ACTION:** The Committee assigned the Performance Leadership Team to review the Building Use Rental Application to determine any weaknesses in renting the facilities and discuss in the Policy Committee.

#### **1430.01 Family Medical Leave Act (“FMLA”)**

Mr. Hoying reported that he reviewed the policy with Tya T. Grengbondai, Manager of State and Federal Programs. Changes made to the policy included removal of phone numbers contained within the document and language around employees taking FMLA that starts at the end of the school year.

Mr. Hoying will review the document with the bargaining units to ensure there is alignment to those units.

**ACTION:** The Committee will continue review of the policy at the September 20, 2018 Policy Committee meeting.

#### **Policy 8515 – Wellness**

Mr. Hoying, per his assignment at the July 19, 2018 Policy Committee meeting to remove curriculum language out of the Wellness Policy and make it a separate policy, reviewed with the group a draft of the new Policy 5311 – Wellness Curriculum.

#### **5311 New Wellness Curriculum Policy**

**ACTION:** The Policy Committee will recommend assigning the Student Achievement Committee to review the New Wellness Curriculum Policy at their September 20, 2018 Committee meeting.

**ACTION:** The Policy Committee will recommend that presentations on curriculum, curriculum instruction, teaching and learning, and textbook curriculum adoption take place on a monthly basis at Board Regular Business meetings.

#### **Review of Program Policies**

The Policy Committee will review the following policies at their September 20, 2018 Policy Committee meeting.

- 2114 Meeting State Performance Indicators
- 2120 School Improvement
- 2131 Educational Outcome Goals
- 2210 Curriculum Development
- 2220 Adoption of Courses of Study
- 2240 Controversial Issues
- 2250 Curriculum Initiatives
- 2260 Nondiscrimination and Access to Equal Educational Opportunity POL

The Policy Committee will then review the policies and determine which ones need to be referred to the Student Achievement Committee for their review.

The meeting adjourned at 1:05 PM.

**Policy Committee**

Melanie Bates, Chair  
Eve Bolton  
Mike Moroski

**Staff Liaisons**

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