



## **REPORT OF THE POLICY COMMITTEE**

The Policy Committee met on Friday, February 7, 2020 at 3:30 PM at the Cincinnati Public Schools Education Center in the Board Conference Room.

### **ATTENDEES**

#### Policy Committee Members

Chairperson Mike Moroski; Pamela Bowers, Ryan Messer

#### Administration/Staff

Dan Hoying, General Counsel; Robin Brandon, Director of Facilities; Leslie Bryant, Manager, Customer Help Center; Susan Bunte, Assistant Superintendent; Kathy Crable, Senior Executive Secretary; Kami Hill, School Psychologist; Trina Levins, Director of Purchasing; Ralph Ruwan, Investigator, Security Services; Dianna Schweitzer; Teacher, AMIS; Kristan Sterling, Teacher, AMIS

#### Cincinnati Federation of Teachers (CFT)

Kendra Phelps, Professional Issues

#### Community Members

Marlena Brookfield; Dureka Bonds; Ambriehl Crutchfield, WVXU; Josh Bazan, WCPO Channel 9 News; Max Londberg, Cincinnati Enquirer

### **Policy 8400 – School Safety: School Lockdown Drills (Active Shooter)**

The Committee discussed concerns about Active Shooter Drills and inquired as to what, if anything, they could do to make the administration of them more uniform and less traumatic. The committee also discussed a specific Active Shooter Drill that took place at the Academy of Multilingual Immersion Studies (AMIS) that was assumed to be a real event.

Teachers Dianna Schweitzer and Kristan Sterling were present and reported that some school staff did not hear the alarm, which resulted in school staff being traumatized by the experience.

Committee Chair Moroski reiterated that the District has made significant improvements in CPS buildings to ensure that all staff and students are safe.

Mr. Hoying reviewed recommended updates to *Policy 8400 – School Safety* with the Committee to be in compliance with [Ohio Revised Code 3737.73 Prohibition Against Failure to Instruct Pupils in Fire Drills and Tornado Safety Precautions](#).

Mr. Ruwan, Security Services Investigator, updated the Committee on the process of scheduling the drills. He reported that Response Teams meet with principals and that the drills need to occur three times within the school year. The drills are set-up with the School Resource Officers (SROs), as they are required to be at the drill per State law.

He reported that specific types of drills are announced over the schools' public announcement (PA) system. The SROs and the Response Teams are present and walk the halls to clear them out, make sure doors are locked, and then talk with classroom teachers to see if they followed proper protocol. The State will then fill out what was observed and send a report to the District's Security Office.

The AMIS teachers suggested the following:

- Including *Policy 8400 – School Safety regarding Active Shooter Drills* in the onboarding process for new principals and teachers, as well as back-to-school orientations.
- Discussing the different types of required drills with school staff and students.

The AMIS teachers suggested the following items for inclusion in *Policy 8400 – School Safety*:

- Information about “safe places” at the schools.
- Requirement for updated PA announcements on where the active shooter is within the school.
- Follow-up process for principals to relay via robo calls that everyone is safe, exactly what happened, how the situation was addressed, and how long it lasted.

Committee Chair Moroski recommended streamlining the policy across the District for consistency in process and procedures when an Active Shooter Drill occurs.

Committee member Messer recommended talking about the Active Shooter process during parent orientations as well as an annual notification about Board policies and when school drills will occur.

Mr. Moroski recommended creating a committee of parents and teachers and students to help improve the Active Shooter Drill process.

**ASSIGNMENT:** Committee Chair Moroski recommended that Mr. Hoying amend the School Safety policy to include how the drills are conducted. Mr. Hoying will follow-up with the AMIS teachers, talk with Mr. Ruwan and the SROs. He will present a redraft of the policy at the Policy Committee meeting on March 6, 2020, at 3:30 pm.

### **Continued Discussion: Policy Committee Mission Statement**

The Committee agreed with their below mission statement being derived from the District's Strategic Plan.

The Policy Committee will intentionally design data-informed, customer-focused and student-centered, user-friendly policies and processes to create efficient and effective systems. (Strategic Plan Goal and Strategy #4 – Policy Committee suggestions from Strategic Plan items 3.3, 3.4, 4.1, 4.4, 1B, 3C, 3D, 4A, 4B, 4C)

### **Open Enrollment Discussion Policy 5113 – Inter-District Open Enrollment**

Mr. Hoying reviewed the Open Enrollment policy with the Committee and talked about the policy in relation to capacity at Walnut Hills High School.

The Committee reviewed and discussed the Ohio Department of Education's *Review of CPS' Open Enrollment*.

### **The Scope of ODE's Review of CPS Open Enrollment was as follows:**

The scope of the Ohio Department of Education's ("Department") review is to confirm Cincinnati Public School District ("CPS") has addressed the identified complaint and implemented procedures to ensure completeness and accuracy of CPS's implementation of open enrollment procedures. The overall goal is

to 1) establish that CPS's open enrollment policies and procedures are consistently applied; and 2) provide recommendations for enhancements to CPS based on the results of the review. The review did state that the District is following the process, but needs to determine capacity limits for the schools.

A copy of the review is available in the Board office.

**ASSIGNMENT:** The Committee will recommend that the Board discuss the capacity concern at its Regular Business meeting.

### **All Gender Bathrooms**

Committee member Messer questioned what policies and/or procedures are in place regarding all gender bathrooms in CPS schools and other buildings. He stated that the Equity Policy is already in place, but he wants to ensure that CPS is inclusive and specifically addressing "what equal looks like" when it comes to utilizing school restrooms.

He would like to see the plans formalized for having all gender bathrooms in all buildings going forward.

Mr. Messer said converting guest and faculty bathrooms into gender inclusive restrooms is a potential option. The Administration reported that there is an interim plan, and staff have devoted faculty restrooms for all gender use.

**ASSIGNMENT:** Mr. Hoying reported that CPS already has this in place in the policy and he will review the policy to ensure what is already being done is formalized in the policy. He will present this information at a future Policy Committee meeting.

### **Policy 5751 – Parental-Married Status of Students (Breast Feeding)**

The Committee discussed the policy that will be revised with the following language.

No student, ~~whether married or unmarried~~, who is otherwise eligible to attend school in the District shall be denied participation in an educational program solely because of pregnancy, childbirth, pregnancy-related disabilities, or actual or potential parenthood.

The Board reserves the right to require as a prerequisite for attendance in the regular classes of the schools and the co-curricular and extra-curricular programs of the schools that each pregnant student present to the Superintendent or the Superintendent's designee her physician's written statement that such activity will not be injurious to her health nor jeopardize her pregnancy.

Schools shall ensure that any student who is nursing is provided a reasonable break and location within the school to express breast milk. Such location shall be a place, other than a bathroom in the school, that is shielded from view and free from intrusion from other students, staff and the public, which may be used to express breast milk.

**ASSIGNMENT:** The Committee agreed with the revisions to the Policy and will recommend approval of the revised policy at the February 24, 2020 Business Meeting.

Section 7(r) of the Fair Labor Standards Act – Break Time for Nursing Mothers Provision is located on the following link: <https://www.dol.gov/agencies/whd/nursing-mothers/law>

**Policy 2260 – Nondiscrimination and Access to Equal Educational Opportunity**

The policy was revised to include the following language:

**(f) Private Location for Nursing Mothers**

The District shall ensure that any student, employee, contractor, or volunteer who is nursing is provided a reasonable break and location within the District’s facilities to express breast milk. Such location shall be a place, other than a bathroom, that is shielded from view and free from intrusion from other students, staff and the public, which may be used to express breast milk.

**ASSIGNMENT:** The Committee agreed with the revisions to the Policy and will recommend approval of the revised policy at the February 24, 2020 Business Meeting.

**Vendor Equity Policy**

Committee member Messer, at the December 19, 2019, Finance Committee meeting expressed the importance of vendors meeting the Board's expectation around diversity to ensure fair and equal treatment for all. He advised to have vendors sign a contract stating they will not exclude anyone in their hiring practices and provide fair and equal treatment for all. He also recommended having vendors implement policies around equity and inclusion.

Mr. Hoying informed the group that he can update *Policy 6450 – Equal and Fair Opportunity in Contract Employment and Business Opportunities*, and *Policy 2255 – Equity and Excellence in Education* with language stating that vendors follow CPS equity policies while doing business with the District.

Language will also include the requirement of vendors signing a form agreeing to adhere to CPS’ equitable policies.

**ASSIGNMENT:** Committee member Messer will work with Mr. Hoying to revise the policy and discuss the recommended changes at the Policy Committee meeting on March 6, 2020.

**Policies Related to District Facilities and Impact to Neighborhoods**

Mr. Messer inquired about policies and procedures regarding the times for when outside lights at school stadiums are permitted to be used. He reported that a community member had concern about lights being on late into the evening and that there was not an activity happening.

Robin Brandon, Director of Facilities, reported that there is not a policy, but it is one of the conditions of City zoning within the Certificate of Occupancy for District buildings.

**Policy 0147 – Board Member Compensation**

No discussion required.

**Policy 8515 – Wellness (Food Outside of District)**

Ms. Bowers inquired about policies for food being brought into schools that may be in competition with cafeteria food. Mr. Hoying reported that parents can pack their children’s school lunches. He also reported that food cannot be ordered outside of the school to be delivered to students

Mr. Hoying reported that the United States Department of Agriculture does not mandate any rules or regulations about food being brought into the schools.

Policy 8510 – Wellness, states the following:

*Competitive Foods and Beverages*: No foods or beverages, other than those associated with the District’s food-service program, are to be sold before the school day, during school hours or for 30 minutes after the end of the school day. The Food Service Department shall serve only nutritious food as determined by the United States Department of Agriculture and Ohio Department of Education.

**Other Business**

**March 6, 2020, Policy Committee Agenda**

The Committee will discuss the following items at their March meeting:

- Safety Committee Update
- Policy 6450 – Equal and Fair Opportunity in Contract Employment and Business Opportunities
- Policy 7000 Series – Property
- Policy 8000 Series – Operations
- Policy 8400 – School Safety: School Lockdown Drill

The meeting adjourned at 5:08 p.m.

**Policy Committee**

Mike Moroski, Chair  
Pamela Bowers  
Ryan Messer

**Staff Liaisons**

Dan Hoying, General Counsel  
Paul McDole, Director, Human Resources