



October 11

2021

REVISED

REPORT OF THE POLICY AND EQUITY COMMITTEE

The Policy and Equity Committee met on Friday, September 24, 2021, 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 Committee Members

Chairperson Mike Moroski, Eve Bolton, Ben Lindy

Administration

Krista Boyle, Chief Strategy Engagement Communication Officer; Susan Bunte, Assistant Superintendent; Daniel Hoying, General Counsel; Isaac Karn, Internal Audit; Lauren Roberts, Director of Internal Audit; Stephanie Scott, Assistant General Counsel

Cincinnati Federation of Teachers (CFT)

Julie Sellers, President

Continued Review of Board Bylaws – Committee of the Whole

The Committee continued its review and agreed with the Administration's revisions to the following section in *Bylaw 0155 – Committees and Responsibilities of the Full Board*.

- Bylaw 0155 – Committee of the Whole, was updated to include the Responsibilities of the Committee.

The Responsibilities of the Full Board policies were updated to include Ohio Revised Code language regarding additional responsibilities of the Board.

ACTION: The Policy and Equity Committee will recommend the policy to the Board for approval at the Regular Business meeting on September 27, 2021.

Review of Policies 3112 and 4112 – Board Employee Communications

General Counsel Hoying and Assistant General Counsel Scott updated the Committee on revisions that were recommended at the Policy and Equity Committee meeting on August 26, 2021.

The Committee recommended to make sure that language is clear regarding the Board and the Superintendent informing each other of matters affecting the school District as well as the community.

It was also stated to eliminate the word “matters” and to make the language more realistic as to what happens.

ACTION: The Policy and Equity Committee will recommend the policy to the Board for approval at the Regular Business meeting on September 27, 2021.

Continued Review of Policy 1100 – District Organization

The Administration provided the Committee with a copy of the District’s Departmental Organizational Chart.

Committee member Bolton reported that the Chart needs to be operational and go further than Directors. The Chart also needs to capture the current operation of the District and the Board’s Vision, Mission and Goals.

Committee member Lindy inquired about benchmarking on what other districts require in their Organizational Charts.

ACTION: General Counsel Hoying will inform the Administration about the Committee’s desire to update the Chart and benchmark other districts. The Committee will review the policy at the Policy Committee meeting on October 28, 2021.

Administrative Guidelines – New Required Vaccine Policy

Assistant Superintendent Bunte updated the Committee on the COVID-19 Requirements for Employees packet.

Ms. Bunte reported that the District will be administering the vaccine for staff not vaccinated as well as the booster vaccine upon its release.

The Employee COVID-19 Guide is located on the District’s website: <https://mycps.cps-k12.org/employee-resources/employee-covid-19-information>

The policy goes into effect on October 1, 2021.

Ms. Bunte reported that Ms. Scott is working on procedural guidelines for the policy.

Mr. Hoying stated that the packet contains procedures for various scenarios around not being vaccinated, those not meeting the requirements, and that someone is assigned to keep track of the process.

Strategy for Vaccinating Teenage Students

Assistant Superintendent Bunte reported that the District will have vaccine clinics for high school students. The clinics will be held the week of September 27, 2021. Students being vaccinated will receive a \$100 gift card.

Those taking the second vaccination will receive a \$25 gift card. The event will be held at the local high schools.

A clinic for athletes will be held on October 2, 2021, and open to the public.

NEW Policy – COVID-19 Vaccine Requirement for Students

Ms. Scott updated the Committee on the research that was done to draft the policy. She reported that due to House Bill 244 and Pfizer only having the approval right now, students 16 and up will limit the ability to vaccinate students of all ages.

She informed committee about various cities that have vaccine mandates.

Committee member Bolton recommended to make the policy more universal so that when another age group becomes eligible, the District will not have to keep changing things. The Administration has included a footnote in the policy.

Board member Lindy asked the Administration if the vaccine is a good thing to do for students and if parents and the unions have been polled on the question.

Mr. Hoying stated that several variables would come into play, as well as the District's goal in getting students back in the classroom.

Mr. Moroski reported that the District should operate outside the State's guidelines if legally possible and for as long as the District can, as the State has made it clear that they are not prioritizing the public health or keeping students' best interest in mind when making decisions. He also stated that it is fair that those who can be vaccinated be vaccinated.

ACTION: Ms. Bolton advised the Administration to think about kids in high risk venues like extra-curriculars, career education (out in the community) and other activities.

The Administration will present their report at the Policy and Equity Committee meeting on October 28, 2021.

The Administration will also advise the Committee about the District's legal responsibilities in vaccinating students at that Policy and Equity Committee meeting.

Board Social Media Policy

ACTION: Ms. Bolton recommended to have the Administration look into other schools that may be offering social media policies for school boards and to do a report at the Committee meeting on October 28, 2021.

Policies to be Studied

ACTION: The Committee recommended that the following policies be audited by Lauren Roberts, Chief Audit Executive, to determine if they are being followed.

1. Policy 2255 – Equity and Excellence in Education – Committee talk about this policy as a whole.
2. Policy 2256 – Anti-Racism
3. Policy 2261.01 – Parent and Family Engagement in Federal Programs / Create CPS' own Parental Involvement Policy
4. Policy 6320 – Purchasing of Goods and Services

Ms. Roberts updated the Committee on how she will audit the policies.

Transportation Policies 8600.01 – Supervision of Transported Students and Policy 8600.02 – Transportation of Students

Ms. Bolton reiterated the unacceptable plan in Metro's transportation of CPS students. She stated that Metro is putting the District in a position that is violating the District's policies.

She also advised to look at the transportation policies holistically and have a comprehensive set of transportation policies. She also recommended to review the Vision Zero and Safe Routes to School resolutions.

ACTION: Mr. Lindy asked if student experiences are at a better place in transportation than last year. He would like to see a comparison of data from this year to last year.

Mr. Moroski asked if a Request for Proposal to find another bus company can be done if the Xtra routes are not reinstated.

Continued Review of Policies

The Administration will continue its timeline review of policies at the Policy and Equity Committee meeting on October 28, 2021.

Hearing the Public

The following persons addressed the Board regarding the topic indicated:

Christina Logon	Vaccinating without knowing the full effect of the vaccine
Julie Sellers	Metro Plan / Students Standing in Rain / Vaccine Mandate / MOU Encourage students to get vaccine
Angela Russo	Mental Health Instruction

Policy Committee

Mike Moroski, Chair
Eve Bolton
Ben Lindy

Staff Liaisons

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