



REVISED

REPORT OF THE POLICY AND EQUITY COMMITTEE

The Policy and Equity Committee met on Thursday, October 28, 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 Strategic Engagement Communications Officer; Leslie Bryant, Customer Help Center Manager; Susan Bunte, Assistant Superintendent; Daniel Hoying, General Counsel; Isaac Karn, Internal Audit Staff; Shauna Murphy, Assistant Superintendent; Lauren Roberts, Chief Audit Executive; Stephanie Scott, Assistant General Counsel; Ross Turpeau, Director of Talent Acquisitions and Staffing; Emma Williams, Internal Audit Supervisor

Continued Review – Potential New Policy: COVID 19 Vaccine Requirement for Students

Committee Chair Moroski reported that Committee member Lindy requested that a pediatric doctor provide an update about vaccinating children aged 5 to 11 years.

Dr. Josh Schaffzin, Pediatric Infectious Disease and Control Physician for Cincinnati Children’s Hospital, informed the Committee that the Federal Drug Administration (FDA) authorized the emergency use of the Pfizer vaccine for ages 5 to 11. He stated that the vaccine is also fully licensed for 16 years of age and older, as well as emergency use for ages 12 to 15.

He also reported that the FDA is waiting for the CDC’s (Centers for Disease Control and Prevention) recommendation that is due the week of November 1, 2021. The FDA is expecting that the CDC will follow the FDA’s recommendation.

Dr. Schaffzin talked about the pros and cons of the vaccine. He reported that the pros are that the vaccines are effective, safe, and are more superior to vaccines that have been licensed for years, in terms of efficacy and safety. He highlighted the Pfizer and mRNA vaccines as being highly effective.

Dr. Schaffzin reported that as more people get vaccinated, community immunity will grow larger and the increase the likelihood of getting the virus under control.

He informed the Committee that precautions are put in place, but there are still limits, deficits and potential harms with the precautions and the vaccine. With the risk benefit, Dr. Schaffzin stated that he would still recommend the vaccine.

In reference to the cons, Dr. Schaffzin stated that he would need to know the percentage of students being vaccinated at the schools in order to see if there would be an impact in population immunity.

Another issue per Dr. Schaffzin would be the acceptance of a requirement to take the vaccine and the struggle that exists on how to support people to stop the pandemic in order to prevent transmission and not infringe on their freedoms and personal beliefs.

If people are not ready to accept the requirement, then the pushback can be significant and potentially will drive more dissent against the overall group instead of bringing the community together, according to Dr. Schaffzin.

Dr. Schaffzin suggested that open forums and discussions take place to talk about the vaccine since this is new.

Dr. Schaffzin also talked with the Committee about how rare myopericarditis is in young males when vaccinating.

He also informed the Committee that he could not tell the Policy and Equity Committee what they should do around vaccinating students. He recommended to do the steps necessary to accommodate as many sites as possible.

Mr. Lindy asked about the possibility of creating a policy mandating the wearing of a mask if the choice is not to get vaccinated.

Dr. Schaffzin stated that taking the vaccine is not a pass to stop wearing the mask and recommended to continue wearing masks until there is community control of the virus.

Dr. Schaffzin informed the Committee that several factors play a part in the transmissibility of the virus. For example, is that person vaccinated or not vaccinated, symptomatic or asymptomatic, masked or unmasked? He stated that transmission is lower among the vaccinated and that no vaccine is 100 percent effective.

Overall, he informed the Committee that children can transmit the virus, but are not super spreaders.

Committee members expressed their opinions and concerns about mandating or not mandating that students get vaccinated. Concerns included: students needing to be vaccinated to attend CPS, the risk of families leaving the District, supporting students wearing masks then being vaccinated, high-contact sports requiring vaccination, and the Athletic Director's support of all athletes and coaches being vaccinated. Remaining committed to the policy was also expressed during the discussion.

ACTION: The Committee asked for further follow-up on vaccination requirements for extra-curriculars, close contact sports, and the special needs population.

ACTION: The Committee will continue discussion of the policy at the Board's Business meeting on November 15, 2021. The group will also seek parent feedback about the policy before recommending approval of the document.

The Policy and Equity Committee will then continue their review of the document at the November 18, 2019 Policy and Equity Committee meeting.

“Mask to Stay” and “Mask to Play” – Ohio Department of Health Updated School Quarantine Guidance

The Committee discussed the Ohio Department of Health’s following updated school quarantine guidance.

The proposed changes incorporate mask-wearing and testing to reduce the chance of spread of COVID-19 within structured school settings and provide a safe alternative to out-of-school quarantine. The options below only apply to direct contacts in a school environment – those individuals who are identified as being directly exposed to COVID-19 by a positive case in a classroom or other school setting. COVID-19 is spread through sneezing, coughing, talking, and breathing. The best practices for distancing are 3 feet with everyone masked, 6 feet if not masked. Tests can be either PCR or antigen tests, but they must be proctored or observed. The full guidance is available at <https://coronavirus.ohio.gov/static/responsible/schools/k-12-schools-quarantine-alternative.pdf>

Mask to Stay

1. Wear a mask for 14 days after their last date of exposure.
2. Self-monitor, or parent-monitor, for symptoms of COVID-19.
3. Isolate and get tested if they start to experience symptoms associated with COVID-19 (regardless of level of severity).
4. Consistent with guidance for others quarantining in lower-risk environments, students and staff may discontinue these quarantine procedures after seven days — if they meet two basic criteria: one –they don’t develop symptoms, and two – they test negative between days 5-7.

While parents and students are responsible for symptom monitoring, if school staff or school nurses see a child exhibiting symptoms they should act accordingly.

Test to Play

Asymptomatic contacts in a school environment may continue to participate in extracurricular activities if they:

1. Wear a mask when able. This includes wearing a mask during transportation, such as traveling on a team bus to and from games; while in locker rooms; while sitting or standing on the sidelines; and any time the mask will not interfere with breathing, the activity in which they are participating, or create a safety hazard.
2. Test on initial notification of exposure to COVID-19.
3. Test again between days 5-7 following exposure to COVID-19. If they are negative at this time, they will test out of quarantine after day 7 and can resume normal activities.

School districts are also encouraged to consider same-day testing for athletic competitions where there is the potential of school-to-school exposure.

Those who are fully vaccinated, as well as those who consistently wear masks in school, can already remain in the classroom if exposed to COVID-19 in a school setting.

Attendance Boundary Lines/ Enrollment Policies Update

Committee member Bolton reported that the District has been evaluating for a number of years how the District is organized, providing particular services, making choices available to families and students and the ability to maintain choices of schools, adding programs, and expansion of schools and preschools. She also stated the discussion has also been about enrollment and boundary lines.

General Counsel Hoying updated the Committee on *Policy 5120 – Enrollment in Neighborhood Schools*, *Policy 5113.01 – Preschool and Elementary Magnet School Enrollment*, and *Policy 5113.03 – High Schools of Choice Enrollment Program*. (Copies available in the Board office.)

Mr. Hoying informed the Committee about the difference in magnet and non-magnet schools. He reported that high schools are not magnet schools, but schools of choice. He stated that a magnet school is a school that is not a neighborhood school, at the elementary level.

Mr. Hoying stated that the enrollment policies will need to be updated during the Board's reorganization of the District.

ACTION: Ms. Bolton advised the Administration to look at neighborhoods and report back on the legal process on redrawing boundary lines and reverting back to neighborhood schools.

ACTION: Leslie Bryant, Customer Service Help Center Manager, will provide the Committee with information as to what geographic boundaries and attendance lines have been redrawn within the last 10 years.

Mr. Moroski expressed the desire to make sure that neighborhood schools remain diverse and if there is still a need for open enrollment.

ACTION: The Committee will discuss the following topics at the Policy and Equity Committee meeting on November 18, 2021.

- Enrollment Discussion (On-going Topic)
- Attendance Boundary
 - History of Current Boundary Lines
 - Legal Changes to Boundary Lines
 - What are the current city recognized neighborhoods (Look at CANS Model)
- History on Open Enrollment (Why have the policy?)

Committee member Lindy recommended to do this work as a whole tying it into the Superintendent Search and the next Strategic Plan—make it one coherent strategic strategy, rather than a small group.

Continued Review Policy 1100 – District Organization

Committee member Bolton provided comments about the District's Organizational Chart document that was provided by the Administration. She stated that the Chart needed to be updated to include the operational side of the District. She congratulated the Administrators on their revamping of the Chart and would like for it to be converted to a larger sheet. The Chart was developed in order for the Board to achieve the Vision, Mission and Goals. A copy of the document is available upon request and in the Board office.

Committee member Lindy expressed concern about how much time it would take from someone's work to restructure the document to one sheet. Ms. Bolton and Mr. Moroski stated that the document is time sensitive and would be beneficial for the Superintendent Search. Mr. Lindy advised that an extended timeline to revamp the document is needed.

Policies to be Studied

Background

The Policy and Equity Committee directed Internal Audit to perform a review of four Board policies selected during the September 24, 2021, meeting:

- 2255 Equity and Excellence in Education
- 2256 Anti-Racism

- 2261.01 Parent and Family Engagement in Federal Programs
- 6320 Purchasing of Goods and Services

The Policy and Equity Committee asked Internal Audit to devise a plan to complete the policy reviews and report back at the Committee meeting on October 28, 2021.

Proposed Internal Audit Approach:

Internal Audit proposes a limited scope advisory project to address the Policy and Equity Committee’s request. Internal Audit will develop a questionnaire for the administrative procedure owner to complete. The questionnaire will ask management the following questions for each Board Policy:

- Does management have written procedures that address the Board Policy? If so, do they support each significant aspect of the Board Policy?
- Is there evidence showing the procedures have been implemented? If so, are the procedures providing the intended results?

Internal Audit will review management’s responses to the questionnaire and corresponding documentation, and summarize the extent to which the Board Policies have been implemented thus far. The results will be communicated to the Policy and Equity Committee, as well as the Audit Committee, upon completion of the project.

Committee member Lindy reported that he is interested in how evidence would be collected to determine if the procedures have been implemented and would prefer a small number of items and a randomized study.

Committee member Bolton informed the Committee that the Audit Committee had concerns if this is something that the Internal Auditor should be doing. The Audit Committee did support Ms. Roberts doing the work.

ACTION: Ms. Bolton informed the Committee that the Audit Committee will be submitting the Audit Committee Charter to the Policy and Equity Committee for review at the December 16, 2021, meeting.

Continued Review of Policies

General Counsel Hoying reported that the employee policy series: 3000 – Professional Staff, and 4000 – Classified Staff are becoming more of an anachronism and outdated. He stated that language in both of those series is identical.

Mr. Hoying recommended that the 3000 series be updated and appropriate information contained in the 4000 series be moved into the 3000 series.

He recommended rescinding *Policy 4112 – Board Employee Communications* due to *Policy 3112 – Board Employee Communications* has already been approved and published.

ACTION: The Committee agreed with rescinding *Policy 4112 - Board Employee Communications* and will recommend the policy to the Board for approval at the Regular Business meeting on November 15, 2021.

ACTION: The Committee reviewed the following policies and will recommend them to the Board for approval at the Regular Business meeting on November 15, 2021.

- Policy 3120 – Employment of Professional Employees
- Policy 3120.04 – Employment of Substitutes
- Policy 3120.06 – Selecting Student Teachers
- Policy 3120.08 – Employment of Personnel for Co-Curricular/Extra-Curricular Activities

The Committee will continue discussion of *Policy 3120.07 – Contracting with Consultants* at the Policy Committee meeting on November 18, 2021, to clarify language about consultants versus employees.

Continued Review of Policies

The Administration will continue its timeline review of policies at the Policy and Equity Committee meeting on November 18, 2021.

Hearing the Public

The following persons addressed the Board regarding the topic indicated:

Christina Logon Why children being vaccinated at five years of age.

The meeting adjourned at 10:55 am.

Policy Committee

Mike Moroski, Chair
 Eve Bolton
 Ben Lindy

Staff Liaisons

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