



REPORT OF THE POLICY AND EQUITY COMMITTEE

The Policy and Equity Committee met on Thursday, November 18, 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; Daniel Hoying, General Counsel; Lauren Roberts, Chief Audit Executive; Stephanie Scott, Assistant General Counsel; Ross Turpeau, Director of Talent Acquisitions and Staffing;

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

Committee Chair Moroski stated that the Board discussed the policy at its Regular Business meeting on November 15, 2021, and decided to not move the policy forward.

Committee member Bolton reported that she is interested in learning about educational experiences that have close physical contacts, specifically extra-curricular activities, curriculums at the School of Creative Performing Arts that may require close contact, and staff performing medical procedures on students. She also advised to address students arriving to school by ambulance.

ACTION: Ms. Bolton advised the Administration to provide a list of close contact curriculums and present at the Policy and Equity Committee meeting on December 16, 2021.

Committee member Lindy recommended that the Administration be more proactive in encouraging parents and students to get vaccinated and having access to the vaccine.

Mr. Lindy would like to see data on how many students are being quarantined and how much time they are spending in quarantine due to close contact. He also questioned if there would have been a different outcome if the questions asked on the parent survey would have included questions about if not vaccinated, the wearing of mask would be required and COVID-19 testing.

Committee Chair Moroski also expressed concern about the questions on the survey.

Mr. Lindy stated that Interim Superintendent Amat is working on providing the quarantine data. Mr. Moroski recommended that the data be available for discussion at the Regular Business meeting on November 22, 2021.

Committee Member Bolton stated again her opposition to mandated vaccinations for students. She did suggest that students who may have activities and situations that require extreme close contact might be a very narrow subset requiring vaccinations.

Athlete Vaccinations

General Counsel Hoying informed the Committee that the District does not require proof of being vaccinated as a condition to participate in contact sports. Coaches are encouraged to get their student-athletes vaccinated in order to keep them on the field.

Mr. Hoying reiterated that the District has adopted “Test to Play” and “Mask to Stay.”

Students participating in extra-curriculars involving contact or when masks are not worn that are identified a close contact, may continue to attend in person learning and participate in extracurricular activities IF they follow the MASK TO STAY-TEST TO PLAY Protocols.

If students do not take the initial test (within 24 hour of notification) or do not receive a consent form to test, they will be permitted to remain at school as long as they are asymptomatic and wear a mask at all times. These students will not be permitted to continue the extracurricular activities until 10 days from the initial exposure.

Mr. Hoying informed the Committee that coaches on the CPS payroll are subject to the vaccine mandate. Volunteer coaches are not subjected to the vaccine mandate.

Attendance Boundary Lines: History of Current Boundary Lines / Legal Changes to Boundary Lines/ Enrollment Policies

Stephanie Scott, Assistant General Counsel, from the Office of General Counsel described the history and legal background of CPS’ neighborhood elementary school boundaries.

Early boundaries were based on racial diversity. Following the Bronson v. the Cincinnati Board of Education filed in 1973, Cincinnati Public Schools responded with changes such as some open enrollments within the district and more magnet schools for students from throughout the city.

CPS launched programs in performing arts, foreign language, and the Montessori Method called “magnets,” designed to draw students to schools with a specific focus and greater diversity.

Since 2001 no major districting except CANS and Hyde Park. In the CANS example, the Board directed the District to follow actual boundaries of Clifton CUF and Spring Grove Village. Previously there were five high schools with boundaries and the rest were Magnet schools. In the early 2000s, the District changed to High Schools of Choice and implemented open enrollment within the last few years.

ACTION: General Counsel Hoying will provide the Committee and newly elected Board members his update on Boundary Lines, Current City Recognized Neighborhoods and History of Enrollment policies in the form of a memo. A copy of the memo will be available upon request.

Mr. Hoying reported that it was the Board’s priority that schools be recognized as city neighborhood schools.

Committee member Bolton advised to start thinking about matching neighborhood schools' attendance boundaries to recognize City neighborhood borders. She also stated the possibility of some neighborhood high schools.

ACTION: Ms. Bolton advised the Administration to determine how many neighborhood schools are reflecting the neighborhoods. The information will be presented at the Policy and Equity Committee meeting on December 16, 2021.

ACTION: Ms. Bolton advised the Administration to provide maps that highlight neighborhoods.

Committee member Lindy recommended to gather neighborhood information and have the conversation once the new Superintendent is seated, providing a chance for him or her to look at the District and all that is happening within it.

Policy Audit Update

The Policy and Equity Committee at its September 24, 2021 meeting advised Chief Audit Executive Lauren Roberts to audit the following policies:

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 reported that she identified lead Administrators for the policies. The Administrators were asked the following questions:

- 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.

Ms. Robert's reported that 30 Administrators provided input and that the questions asked will be addressed by November 30, 2021.

She will provide the Audit Committee with the report at the Audit Committee meeting on December 14, 2021, and provide the Policy and Equity Committee with a report at the meeting on December. 16, 2021.

Committee member Lindy recommended that Ms. Roberts give a rating for each policy.

Committee member Bolton highlighted that Policy 2255 – Equity and Excellence in Education contains the following language that needs to be acted upon.

The Board directs the Superintendent and Treasurer together to develop a plan with clear and measurable accountability standards and procedures that can be assessed and reported

transparently to the public. The Cincinnati Public Schools Equity Plan will be submitted annually to the Board for approval and its subsequent implementation by all departments and school sites will be reviewed by the Board at least semi-annually.

Committee Chairperson Moroski recommended that the Policy and Equity Committee and the Internal Auditor do a presentation at the Ohio Schools Boards Association Capital Conference.

Open Enrollment Policies/History

Mr. Hoying reported that school districts in Ohio have a choice of three enrollment districts: closed to all except resident students; open to adjacent districts only, or open to all Ohio school districts.

Before 2013, CPS was closed to all districts, but still had the option to accept students on a tuition basis, which they did.

In 2013 the District transitioned to Open Enrollment for all Ohio school districts. The District passed Policy 5113 – Inter-District Open Enrollment. The policy has since been amended, but largely remains the same.

ACTION: Mr. Hoying will research if Open Enrollment costs the District money.

Committee member Bolton informed the Committee that Open Enrollment was initiated to diversify the District, families, and other various areas.

ACTION: The Administration will research if Open Enrollment can be offered at Cincinnati Digital Academy.

Continued Review of Policies

The Committee reviewed and agreed with the Administration’s revisions to the following policies:

- Policy 3120.07 – Contracting with Consultants
- Policy 3121 – Criminal History Record Check
- Rescind Policy 4121 – Criminal History Record Check
- Policy 3122 – Nondiscrimination and Equal Employment Opportunity
- Rescind Policy 4122 – Nondiscrimination and Equal Employment Opportunity
- Policy 3122.01 – Alcohol Drug Free Work Environment
- Rescind Policy 4122.01 – Alcohol/Drug-Free Work Environment

ACTION: The Policy and Equity Committee will recommend the policies for approval at the Board’s Regular Business meeting on December 15, 2021.

ACTION: The Committee will continue reviewing Policy 3130 – Assignment and Teacher at the Policy and Equity Committee meeting on December 16, 2021.

Hearing the Public

There were no speakers for Hearing the Public.

Other Business

Policy and Equity Committee Meeting Agenda – December 16, 2021

1. Continued discussion of Sub Policies for vaccinations
2. Continued discussion on Attendance Boundary Lines/Maps
3. Open Enrollment: Cost, Losing Money, Open Enrollment for Cincinnati Digital Academy
4. General Counsel’s Written Memo on Boundary Lines and Neighborhood Schools

ACTION: Committee member Lindy advised the Administration to provide an update on COVID-19 outbreaks for student-athletes.

The meeting adjourned at 10:26 am.

Policy Committee

Mike Moroski, Chair
Eve Bolton
Ben Lindy

Staff Liaisons

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