



# MEETING NOTES

*Meeting Notes are not official until voted on by the Board of Education at its following Regular Meeting.*

1. The meeting called to order at 6:30 p.m.
2. Members present: Mark Abate, Paul Lambert, Nada Long, Brian Perry, and Lisa Whiting
3. Everyone recited the Pledge of Allegiance.
4. The Board of Education adopted the agenda as presented.
5. The Board of Education approved items E1 through E2, consisting of all certified and classified personnel matters. You can find the complete list of personnel matters as an attached to the *Minutes*.

To clarify the number of stipends for the development of online courses, we will fund these positions with the CARES Act money. We will develop online courses for grades K-6 in partnership with Lakota Local Schools. These online courses will be available for families who opt for an entirely online opportunity for the next school year and will also be available to all teachers in the event we would be directed back to 100% eLearning in the fall. These courses will also be a resource if we end up in a blended or alternating day type schedule.

Our team consists of four teachers at each grade level, along with support, curriculum, and technology staff and a "mirror" group at Lakota Local Schools. Essentially, this partnership is doubling the staff and resources to develop these online courses. Each district will then own these courses in our respective Canvas account. Once these courses are designed, we can share it with anyone because these courses will be created using open source material.

6. The Board of Education approved the following Certified Personnel action:

Employment – Stipends-Non Contractual – effective for the 2020/2021 school year

STAFF MEMBER	RESPONSIBILITY AREA	BLDG	AMOUNT
Abate, Nikole Marzanno	Online Learning Development	COA	\$4,000.00

This personnel action was removed from the consent agenda so that Mr. Abate would not have to abstain from all of the other personnel actions.

7. The Board of Education approved the following resolution:

BE IT RESOLVED by the Board of Education of the Hilliard City School District, Franklin County, Ohio, that to provide for current expenses and other expenditures of said Board of Education, during the fiscal year, ending June 30, 2020, the following sums be amended and the same are hereby set aside and appropriated for the several purposes for which expenditures are to be made and during said fiscal year as follows:

024	- Self-Insurance	\$33,167,000
401	- Auxiliary Services	\$990,000

This is an increase of \$2 million to the self-insurance fund due to a higher number of claims. In the auxiliary services, there was a \$62,500 increase in revenue to the non-public schools through additional students. These state revenues for non-public schools are funds that have to flow through our district.

8. The Board of Education authorized the Director of Business to renew the contract with Liberty Mutual Insurance Company administered by Marsh & McLennan Agency, LLC, for the District property, liability, and fleet insurance package for the coverage period of 7-1-20 through 6-30-21 for the annual premium amount of \$462,407.00.

Cliff Hetzel worked on this renewal for the past couple of months and sent you an update last Friday. His update document outlined everything included in this insurance package. Mr. Abate commented that from this document, it looks like we've done our due diligence and negotiated the smallest increase we could.

9. The Board of Education authorized the Director of Business to award the bid for 2020 Hilliard Darby High School Paving Project to Chemcote at the cost of \$338,720.21.

This project will complete our paving projects at Darby HS. As you know, we have been completing paving at Darby HS in phases the past few years. We also had some other paving projects on the list given to you in January, including the driveway at Avery Elementary. We made some adjustments to the Avery project, so it did not have to be sent out to bid. We have put the paving work at transportation on hold. That bid came in significantly lower than our estimate, so Mr. Huston, Project Manager, is investigating to make sure the low bid includes everything we requested. We are happy with the number of vendors who submitted proposals. We are comfortable with the low bidder, Chemcote, as we have worked with them before.

10. The Board of Education approved the following resolution:

**HILLIARD CITY SCHOOLS DISTRICT BOARD OF EDUCATION**  
**May 26, 2020**  
**RESOLUTION SUSPENDING POLICIES IN CONFLICT WITH HB 197**

**WHEREAS**, the Ohio General Assembly enacted Am. Sub. H. B. 197 and the law became effective on March 27, 2020;

**WHEREAS**, HB 197 included many provisions of temporary law that conflict with policies and regulations of the Hilliard City Schools District Board of Education;

**WHEREAS**, HB 197 authorized the Superintendent of Public Instruction to waive or extend certain deadlines which conflict with policies and regulations of the district;

**WHEREAS**, the Board may, by formal action, suspend or rescind board policy as deemed necessary, appropriate or in the best interests of the district;

**NOW, THEREFORE**, the Hilliard City Schools District Board of Education hereby temporarily suspends the policies and regulations identified below to the extent that those policies or regulations conflict with H. B. 197 or the waivers or extensions granted by the Superintendent of Public Instruction. Such

suspension shall be for the period of time the conflicting provisions of HB 197 remain in effect or June 30, 2021, whichever comes first.

- BD – School Board Meetings
- BDDF – Voting Method
- BDDH/KD – Public Participation at Board Meetings
- EBCD – Emergency Closings
- IGBB – Programs for Gifted and Talented Students
- IGBEA – Reading Skills Assessment and Intervention (Third Grade Reading Guarantee)
- IGBEA-R - Reading Skills Assessment and Intervention (Third Grade Reading Guarantee)
- IGCF – Home Schooling
- IGCH/LEC – College Credit Plus
- IGCH-R/LEC-R – College Credit Plus
- IKF – Graduation Requirements

When this crisis (pandemic) began, you put a lot of faith in Mr. Wilson and myself to respond with both speed and agility to the changing needs that we faced over the past few months. That "emergency powers" resolution expires on May 29.

Through our partners at the Ohio School Boards Association (OSBA), we have identified the policies that may create conflicts with HB 197 over the next several months. This resolution is valid through June 2021, but I hope that the General Assembly passes a new bill that enables us to do eLearning better if we are forced to do eLearning for the next school year. Right now, eLearning is taking place under the "blizzard bag" provision of Ohio Revised Code, which doesn't allow us to do certain things such as hold students accountable at a higher level. In the meantime, this resolution covers what we may have to do during summer school.

Mr. Lambert noted that this resolution does not waive all of these policies. It states that when these policies conflict with HB 197 or the state superintendent's waivers and extensions, HB 197 or the state superintendent's rulings supersede these policies. This keeps us from having to revise all of these policies during these unusual times.

11. Policies submitted for a first reading:
  - a. GBRA – Family and Medical Leave Act Expansion (new policy)
  - b. GBRA-A – Family and Medical Leave Act Expansion (new policy)
  - c. GBRAA – Emergency Paid Sick Leave (new policy)
  - d. GBRAA-R – Emergency Paid Sick Leave (new policy)
  - e. GCBE – Professional Staff Vacations and Holidays
  
12. Policies submitted for a first reading:
  - a. BDC – Executive Sessions
  - b. BDDG – Minutes
  - c. GBCB – Staff-Student Relations
  - d. IJA – Career Advising
  - e. IKFC – Graduation Plans and Students at Risk of Not Qualifying for a High School Diploma
  - f. JED – Student Absences and Excuses
  - g. JEE – Student Attendance Accounting

- h. JFCF – Hazing and Bullying
- i. JFCF-R – Hazing and Bullying
- j. JM – Staff-Student Relations

We have two separate items with the first reading of policies. This is because one of these groups of policies was supposed to be from the February policy meeting that you would have seen in March, and the other is the new policies reviewed by the committee earlier this month.

Mr. McDonough highlighted that the committee decided to keep our graduation requirement policy pretty general and add the specifics to our student handbooks and program of studies. As those graduation requirements continue to change on what seems like an annual basis, it is easier to address these changes in our handbooks rather than continually revising the policy. Both policies and handbooks carry equal weight as both are reviewed and approved by the Board of Education.

- 13. Student Handbooks submitted for a first reading:
  - a. Preschool/Elementary Student Handbook
  - b. Sixth Grade & Middle School Student Handbook
  - c. High School Student Handbook
  - d. Athletic Manual for Parents-Athletes-Coaches
  - e. Performing Arts Handbook

The performing arts handbook is new this year. Mr. Sholl did a phenomenal job of reducing the many music handbooks into one all-encompassing district-approved handbook.

Do we need to add a section in the student handbooks regarding the crisis we are in now, or is it covered in the current online course information? The program of studies has a list of online courses and is updated continuously. As the new online courses for grades K-6 are developed, we will add them to the program of studies. We don't have the specific course information in our handbooks.

Do we need to address attendance requirements due to the pandemic? The attendance information currently in our handbooks is what is required by state law. You'll see in the first reading of policies that some revisions have been added regarding medically excused absences versus non-medically excused absences. The most significant change is that medically excused absences won't count against a student regarding truancy.

Mr. Perry asked if there is any flexibility in updating the student handbook after it has been approved. For example, if the General Assembly were to issue any requirements for PPE for the next school year. We added the following statement to all of the student handbooks: "All students and staff will be required to adhere to all local, state and federal health guidelines." Also, if there any new requirements, we will submit the latest information to you for approval and then notify parents/students of the newest information.

- 14. Presentation – ROX Video – Molly Walker, Dir. Social Emotional Learning and Measurement

Molly shared information about the ROX program (ruling our experiences). It is an evidence-based program for girls that was started by a graduate student at Ohio State University. She surveyed over 10,000 girls nationwide to discover challenges and trends. What she found is that between middle school and high school, girls' confidence levels drop dramatically and never recover. So, she created this

program to help address this issue. With this program, we are equipping our girls with the skills they need to navigate and, indeed, be ready for tomorrow. I'm excited to see the data gathered from this past school year.

This program was brought to us by a counselor about four years ago. She initiated the training herself and held a group. Over the past four years, we have had 83 girls in the program. So, if you were lucky enough to attend a school that had someone who took the time to get trained in the year you participated in that school, you had the opportunity to participate in the program. We found, from feedback provided by the parents and adults who worked with these girls, that they didn't want the opportunity for this program to be by chance.

Our goal for this school year was to expand the program to allow more girls to participate. We now have forty-three trained facilitators and offer the program in every school in the district. Our target audience was girls in grades 5-11. We had over 400 girls participate in ROX this school year. Our ultimate goal is to be able to offer this program to every female student before they graduate.

Molly shared a video of girls who talked about what each of them had learned in the program. Molly thanked the Board of Education for their support of this program. Mrs. Whiting like hearing from the students and thanked the Hilliard Education Foundation for their support of this program. HEF provided a \$3,400.00 grant to support ROX. The Board expressed their appreciation of delivering this program to our students.

15. Discussion Topics:

a. Graduation Seals – Presentation & Questions

Presenters: John Bandow, Director of HS Education, & Adam Walton, Secondary Instruction Leader

We have spent a lot of time on the new graduation requirements. The requirements for our current sophomores and juniors (soon to be juniors and seniors) don't change much.

- Students must complete 21.5 course credits to graduate.
- Students must show they are ready for college or a job by completing one of the following:
  - Students can earn at least 18 credits on end-of-course exams. The only issue right now is that we did not offer any testing this past April. The state is going to have to do some adjusting, and we are anxiously awaiting the announcement of those adjustments.
  - Industry Credential and Workforce Readiness
  - Remediation-free score on the ACT or SAT

Or, students can meet the new graduation requirements for the Class of 2023:

- Complete 21.5 course credits
- Show competency – earn a passing score on Ohio's High school Algebra I and English II tests.
- Show Readiness – earn two diploma seals that demonstrate the student's academic and technical skills for college, careers, or the military.

Mr. Walton believes the purpose of the changes in graduation requirements is to expose students to the options of the post-secondary pathway they can explore and start that process early. The Ohio Department of Education (ODE) has helped us in this process by creating twelve diploma seals. The diploma seals are divided into two categories – state-defined (determined by ODE) and locally-defined (defined by the school district). Students will be required to earn two diploma seals with at least one of them being a state-defined seal.

The twelve state-defined seals are:

Citizenship Seal	College-Ready Seal
Honors Diploma Seal	Fine and Performing Arts Seal
Industry-Recognized Credential Seal	Military Enlistment Seal
Community Service Seal	OhioMeansJobs-Readiness Seal
Science Seal	Seal of Biliteracy
Student Engagement Seal	Technology Seal

A committee of district principals, guidance counselors, and instructional leaders worked on the locally-defined seals, which are the student engagement seal, community service seal, and fine and performing arts seal. We will be tracking seals in Canvas. The diploma seals must be affixed to the diploma. Students who attend Tolles receive a Hilliard high school diploma. Students who receive an industry-recognized credential through a Tolles program will have that seal on their diploma.

This new system of diploma seals provides many different pathways to graduation for students to earn a diploma. The seal information and requirements will be added to the student handbooks.

b. Financial Update & Conversation – Our Path Forward

Mr. Wilson is preparing a budget update for our next meeting. At this time, we know the budget reduction of \$3.1 million from the fiscal year 2020. We are still waiting on the budget information for the fiscal year 2021. The budget is being prepared as if we will be in school at the beginning of the next school year. As we get closer to starting the upcoming school year, I expect to come back to the Board with budget updates.

As part of your budget planning, are you including the possibility of the need to hire additional staff? We will be looking at everything once we receive direction from the health department on how we are going to do school next year.

Is this a good time to survey our community about the upcoming school year? We are currently working on a scientific survey to be done by Mr. Fallon. This survey will include questions regarding education for the next school year and also how secure they feel about their financial situation.

c. Athletics & Facilities Usage – Franklin County Public Health

Mr. McDonough and our team have been working with our attorneys now that OHSAA has opened up opportunities for sports and skills training. We will be opening our facilities for voluntary

participation in sports and skills training on June 1. Our attorneys are working on a liability waiver. Coaches and athletes must complete the liability waiver before participation.

d. Commitment Plans & Community Update

Our commitment plan was in the hopper when the pandemic hit. Since we want this document to be a "living, breathing document," we will be updating it. Some of our commitment plan goals for the 2019-2020 school year will show in progress. We also need to keep in mind while building our plan for the next school year that we are in a different time. The plan will look different.

Our commitment to you is that we will provide an update to you in July when we have all of our measurement numbers. There will be some incompletes on it, but we will be honest about where we are. We will then set goals for next year.

e. District Planning for Future Learning

It seems like we are getting "strong guidance" from state officials with the ability of local control. Dr. Marschhausen is increasingly concerned that we are going to get strong guidance in the fall about what are options are as a district. If there is an apparent outbreak, I think we will get clear decisions. Right now, we are getting a lot of suggestions where the order leaves it up to the county health officials, and the county health officials issue strong recommendations. I can see that being our reality in August if we continue to see a struggle between the cultural desire to get back to normal versus the scientific recommendation to be more cautious. A high-ranking official in the Governor's office told me we should be ready for anything. Therefore, we are planning for multiple scenarios.

If you, as a Board member was given the ultimate authority, do we lean towards more open or more cautious? The decision may fall on your shoulders to set the parameters for the next school year. We have a lot to consider before making any decision for the upcoming school year. We need to have discussions about what our philosophy should be for the next school year. The administrative team is working on multiple scenarios with many, many considerations (daycare, transportation, etc.). I will have more information about these possible plans at the June 15 meeting. We need to be mindful of the financial impact as well as the operational details.

f. Graduation & Senior Activities – reflection & gratitude

The work our high school administrative teams did last week for graduations was amazing. I am very proud of how our teams have responded with creating a virtual prom, awards ceremonies, diploma distribution, and graduation ceremonies. Parents and students recognized the effort of what our team did. The Board thanks the staff for all of their hard work during these difficult times.

g. Other items as needed

We started collecting iPads at several elementary schools today. We have received 90% of the iPads that were issued. This is amazing in terms of staff and parent engagement.

16. The meeting adjourned at 8:20 p.m.