



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, and Brian Perry
Member absent: Lisa Whiting
3. Everyone stood and recited the Pledge of Allegiance.
4. The Board of Education adopted the agenda as presented.
5. The Board of Education authorized the Director of Business to accept into inventory all items donated from various educational and community groups or individuals as noted on the attached listing, per HCS Board Policy KH, Public Gifts to the District.

Dr. Marschhausen thanked all of those who have donated items to our district.

6. The Board of Education authorized the Director of Business to award the following proposal for the Hilliard Bradley High School Project of Synthetic Turf Field Replacement and Track Replacement to Hellas Construction, Inc. at the cost of \$1,295,425.00 with a contingency of up to 5% for unforeseen conditions. The purchase will be made through the Sourcewell Purchasing Cooperative (formerly the National Joint Powers Alliance – NJPA), contract #060518-HLC.

Mr. McDonough explained that Bradley HS has been open for twelve years. The lifespan of the turf field is eight to twelve years. We have had to do some remediation the last two summers to keep the field usable. This project will be partially funded, approximately \$500,000, by the cell phone tower income. This new field will include additional padding, like Darby and Davidson's fields, for increased safety regarding possible concussions. This is the same company that installed the turf fields at Darby and Davidson.

Mr. Lambert asked how the cost of this project compares to the installations at Darby and Davidson. Mr. McDonough explained that the total cost of this project is more due to replacing the track and the turf field. The turf field's cost is comparable to the cost of the fields installed at Darby and Davidson. Mr. Lambert also asked if any drainage work would need to be done. Mr. McDonough said that testing had been done, and we do not need to add any drainage at this time.

Mr. Lambert added his thanks to Bradley HS's staff for their work in making this field last as long as it did – beyond our expectation.

Dr. Marschhausen asked about the timeline for this project. Mr. McDonough replied that work could begin as early as mid-May following the last scheduled sporting event. If Bradley has any students that qualify for the state track meet, practice arrangements for those athletes will be made at another district track (possibly the track at Memorial MS). Hopefully, this early start will guarantee completion before the next school year.

7. Policies submitted for a first reading to be rescinded due to the FFCRA (Families First Coronavirus Response Act) provisions not being extended beyond December 31, 2020:
 - a. GBRA-Family and Medical Leave Act Expansion (***rescind policy***)
 - b. GBRA-A-Family and Medical Leave Act Expansion (***rescind policy***)
 - c. GBRAA-Emergency Paid Sick Leave (***rescind policy***)
 - d. GBRAA-R-Emergency Paid Sick Leave (***rescind policy***)

Mr. McDonough stated that these policies were adopted this past summer due to the pandemic. The expiration date of December 31, 2020, is included in the policies. Since these policies are no longer useful, this action is just a “clean up” to remove inactive policies. As is our practice, if the legislature extends or creates a new act or law, our policy committee would review and recommend any new policies as necessary.

8. Policies submitted for a second reading:
 - a. BDC – Executive Sessions
 - b. DH – Bonded Employees and Officers
 - c. DM – Cash in School Buildings

9. Discussion Topics:

- a. Equity and Diversity

It has been an eventful first month of 2021. It has brought our work with equity and diversity to the forefront. Dr. Marschhausen thanks our teachers for all of their work. The professional educators we have in front of our students daily have navigated some of the most challenging conversations (pandemic, equity, and diversity) they’ve had in the last decade.

Last summer, we approved a resolution that put in writing our commitment to equity and diversity. We are currently in the process of auditing our curriculum, the development of a three-year equity plan, and an audit of our Board policies to target systemic racism in the District. We are not proud when we find elementary reading books that promote racism. We are not proud when we have to make changes in our high school curriculum.

When running a school district, encouraging inclusion and celebrating our diversity isn’t an option. It’s who we are and what we do. Even recently, we received a letter from our community stating it is not our teacher’s job to teach equality and diversity. I would argue it is entirely our job to teach equality, diversity, and inclusion. I believe our leadership team needs to be steadfast in our commitment to accomplishing this goal. Our equity plan, policy, and curriculum changes will be brought to the Board for public discussion.

As we continue to face some resistance on this issue, I want to make sure our position is clear.

Mr. Lambert mentioned that his long-standing goal of increasing the number of minority members of our faculty. I believe only 2% of our faculty are minority members, and maybe it is time to start implementing more specific goals. We need to be more purposeful in meeting this goal.

Mr. Perry agreed it is going to take time to achieve this goal. We are committed to the daily effort of doing this work. Although the pushback we have received is from a small percentage of our community, the fact that we have received pushback is an indication that this work is necessary.

b. Postponing Redistricting

At our State of the Schools address, we talked about redistricting at the elementary level. I want to postpone this project and restart our facilities committee work this fall to review and make recommendations on where we are now. We may have to do some shifting around to make things work with all-day kindergarten for the next year or two, but I believe we should postpone redistricting efforts until we have a better handle on our enrollment and future construction.

Mr. McDonough stated that we are at 87% capacity at the elementary level by assigning everyone to their home school. We then began looking at how we could meet the district average at each elementary building. A few factors to consider are new kindergarten registrations, enrollment in the Online Academy, and the amount of approved and possible housing development projects. I believe it is in our best interest to postpone the redistricting project. Due to the pandemic, our enrollment at each grade level is lower than usual. I believe the lower enrollment is due to more students being home-schooled and enrolled in the Online Academy. It's difficult to determine the effect that the COVID-19 vaccine will have on enrollment in the future. The last thing we want to do is create new boundaries now and possibly need to do it again in two-three years.

Mrs. Long asked if the switch to all-day kindergarten has affected the number of new enrollees. Mr. McDonough responded that it's tough to determine if the current kindergarten registration numbers are due to our change to an all-day program or only due to the pandemic. We will continue to monitor enrollment to help answer this question.

Mrs. Long also asked if we include any guidelines on when students need to be registered for the next school year (usually see a vast influx a few days before the school year starts). Dr. Marschhausen explained that we could not state that students cannot be registered after a specific time as a public school district. We are required to educate students as they come to us. I would encourage parents who wish to have their students in their home school register as soon as possible. Once a building reaches capacity, we will "overflow" students to a building with available space.

Mr. Abate commented that he believes it makes sense to press pause at this time. He then asked if we have a sense of how long redistricting will be postponed (one year, two years). Dr. Marschhausen stated that we need to wait for the facilities committee to complete their work and determine the next levy/bond cycle before knowing when redistricting will take place.

Mr. Perry agrees with postponing redistricting until we have a better foundation of our future enrollment.

c. COVID-19 Update

Dr. Marschhausen stated that according to our CATS data, our absentee numbers have been steady across the district. An example of how our CATS data helps us. Last Thursday, I received a notification from the OSU team that they were concerned with the number of absences at Weaver MS. Our administrative team contacted the team at Weaver MS and discovered that the eighth-grade boys and girls and seventh-grade boys' basketball teams were all quarantined at the same time. Out of their eighty-something absences, sixty were quarantined basketball players due to a single student on each of those teams having COVID-19. Students who had COVID-19 got it outside of school and did not pass it on to anyone on their team. With the CATS data, we were able to find the source and that we weren't spreading it in school. So, we left Weaver MS open. If we had seen any source of spread within the school, we would have taken a different action.

As the Governor announced, K-12 educators can start receiving the COVID-19 vaccine next week. As it looks right now, educators in Franklin County will be able to receive their first vaccination next week (February 2-7). Davidson HS will be one of the vaccination sites for Franklin County. I hope to have more information within the next several days. I believe we will need to go to eLearning and communicate that information as soon as we have confirmed it.

I have received a lot of questions about what does this mean for all-in. First and foremost, we want to make sure we get shots in arms. If the plan moves forward as we currently expect, I hope to bring a plan to you for getting our students to all-in by the end of March/beginning of April. Spring break is the end of our quarter at the high schools. Getting our students in school for the last quarter will help assess where we are and how we need to prepare for the next school year.

I am very thankful to Governor DeWine and his staff for recognizing the importance of public education and for putting teachers in the 1B group to allow us to protect the adults who serve our children. At this time, there are no plans for the vaccination of children.

Mr. Lambert agreed that moving to eLearning for two days will help those who may not feel well after receiving the vaccination.

Mrs. Long asked that the days of eLearning be balanced between group A and B students. Dr. Marschhausen stated that this is a factor in our consideration of if/when we will move to eLearning.

Mr. Perry mentioned that he gets feedback from the community asking if he has heard about a particular building case. You mentioned Weaver's high absenteeism earlier. I want to reiterate to the community that we are continuously monitoring internal spread. If we see an internal spread in any of our buildings, we would immediately address it. Dr. Marschhausen confirmed that we do monitor cases, and so far, we have not found any spread of the virus within any of our buildings. Students are getting the virus at events outside of the school. Contact tracing provides confidence that masks and social distancing are working.

d. Online Academy Planning & Scheduling

One of our biggest challenges for the next school year is registration for the Online Academy. For planning and staff purposes, we need to ask parents for a commitment earlier than most are ready to think about the next school year. We will be asking parents in the next week or two for their plan for the next school year – 100% Online Academy or whether their decision depends on the status of COVID-19. We hope to have only two educational options for this coming fall – Online Academy or all-in school. Unfortunately, we don't know what might change between now and August in terms of COVID-19, vaccinations, and virus mutations. We will ask parents to make decisions with the knowledge that there could be vast differences in the condition and situation between now and August. We have to be ready to pivot, which makes our team nervous.

10. At 7:20 p.m., the Board of Education caucused to executive session to discuss preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.

The Board will not take any action following the executive session.