



BOARD OF EDUCATION REGULAR MEETING

April 12, 2021 | Hilliard Memorial Middle School

MEETING NOTES

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

- A1 President called the meeting to order at 6:30 p.m.
- A2 Members present: Mark Abate, Paul Lambert, Nadia Long, Brian Perry, and Lisa Whiting (Remote/Zoom)
- A3 Everyone recited the Pledge of Allegiance.

Mr. Perry shared the following statement from the Board: "Many in our community are mourning the loss of one of our Davidson HS freshman. Young AJ Glover passed away earlier this month. Words cannot express the tremendous grief our district is experiencing. Please join the Board of Education in a brief moment of silence. Thank you."

B PROGRAMS / PRESENTATIONS

- B1 Summer Bridge Program – Mrs. Cori Kindl, Executive Director of K-12 Curriculum & Instruction

I am excited to share our Bridge Program with the Board and community. Earlier this year, Governor DeWine charged school districts with an initiative to develop a recovery plan that responds to the potential impact that the COVID-19 pandemic has had on our students. A consortium of six Central Ohio superintendents, including Dr. Marschhausen, representing over 60,000 students, came together to share best practices, identify the new realities of the pandemic on education, and develop a framework to guide the work of each district in designing their programs.

The consortium of superintendents identified the following new realities:

1. Many students have been affected by the pandemic.
2. There are disparities among the levels of impact on learning and social-emotional health and well-being. We know that some students may be at high risk academically and will require intensive intervention. Others may only need enhanced social-emotional support, and some may have advanced academically during this pandemic.
3. Assessing individual students will be necessary.
4. Progress will take time.

Our Bridge Recovery Plan will not be implemented and finished in just two to three months. We have been intentional about designing a program that will be implemented over the next eighteen to twenty-four months to thoroughly address our students' needs.

The consortium of superintendents also created a foundational framework to guide individual districts in the design of their Bridge Programs:

1. Academic advancement post-pandemic requires a holistic approach.

2. A commitment to academics, social-emotional learning, and the well-being of diverse groups of students is critical.
3. Data-driven decision-making is essential.

The consortium focused on the following key points while developing the foundational framework:

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| <ol style="list-style-type: none">1. Social-Emotional Well-Being<ol style="list-style-type: none">a. Data to inform and evaluate programmingb. Professional development for teachersc. Health and wellness programs for teachers and studentsd. Focused counseling for familiese. Enhanced community partnershipsf. Expanded summer support and activitiesg. Continuous mental health initiatives during the school year2. Academic Achievement<ol style="list-style-type: none">a. Data to inform and evaluate academic opportunities and initiativesb. Academic opportunities in before- and after-school programsc. Grouping of studentsd. Pacing optionse. Summer school academicsf. Varied learning modelsg. Support for classroom-based assessments | <ol style="list-style-type: none">3. Culture & Climate<ol style="list-style-type: none">a. Clear desired outcomes based on datab. Integrated choices for students and familiesc. Professional development for teachers and staffd. Authentic engagement with stakeholderse. Growth mindset4. Equity & Accessibility<ol style="list-style-type: none">a. Assured access to academic and mental health opportunitiesb. Leveraging data to assess students individuallyc. Wrap-around mental health and academic supportd. A commitment to each voice |
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We have created a three-phase program and the following timeline:



Phase one begins with our Summer School program in June. We will start the planning for phase two in the next few weeks. We will bring committees together to discuss how we can meet our students' needs during the 2021-2022 school year. It will include before- and after-school programming as well as during the regular school day. We will then evaluate phases one and two to design what's next beyond the next school year.

Summer School: *A Summer Bridge to Tomorrow*

K-8

Session 1: June 7-18

Session 2: July 19-30

Locations: K-5 at Beacon, Horizon, Crossing
6-8 at The Hub

High School

Session 1: June 1-11 Online

Session 2: June 14-25 Online

PE: June 1-July 9 Online

Morning: 8:30a - 11:30a

Academics

Afternoon: 12:15p - 3:00p

Student Experience through Enrichment Workshops
and Festa Camps

Programming

K-5 Academic Intervention & Enrichment

6,7,8 Math and Language Arts

K-11 EL Students

9-12 Credit Recovery

9-11 First Time Credit

Our K-8 students will have the opportunity to participate in a morning academic block, an afternoon student experience block, or both. Students may register for math and reading intervention for the morning block with an additional focus on social-emotional learning and recreation. We believe it is essential that students have some fun while building their math and reading skills. The afternoon student experience block will focus on enrichment workshops fashioned around student interest. It will be more like a summer camp experience taught by our Hilliard teachers. Students will be exposed to different classes and activities such as coding, technology, art, music, sports, and games. The program is free (no cost) for students in grades K-5. The district will provide transportation, breakfast, and lunch. Students in grades 6-8 may choose either math or language arts for their morning academic block, and they will have the opportunity to select specific workshops around their interests. Our high school students will have the opportunity to take classes online for either first-time credit or credit recovery. We will also have programs available for our EL and IEP students.

Some of our considerations when creating our Bridge Program:

- Hilliard teachers teach classes
- K-5: Offering 15 classes per grade level with a 1:15 teacher/student ratio.
- Opportunity for 1,350 K-5 students for academic intervention.
- 6-8: Offering 8 courses in math and 8 classes in reading per grade level. Opportunity for 720 students.

- Academic intervention will incorporate play, social-emotional learning, and fun.
- Enrichment camp teachers will be encouraged to integrate literacy.

Student Participation and Registration

- Seats will be held for students personally invited by their teacher based on criteria and a representation of our diverse student body.
- Open seats will be filled using a lottery based on open registrations.
- Parents can register for Summer Bridge on April 16 through April 30 via the District Website and be notified by May 7 of their enrollment.

Our Bridge Program's creation has been a collaborative effort from all district departments – curriculum, operations, treasurer's office, building principals, and teachers. We have 230 teachers who have signed up to be part of our Summer Bridge Program. We are so grateful and proud that our teachers are willing to work throughout the summer to provide this opportunity for our students.

Mr. Lambert asked if this includes support staff (custodians, secretaries, bus drivers, etc.) Mrs. Kindl responded that we would provide morning, mid-day, and afternoon transportation. Aramark will also be working to provide breakfast and lunch.

Mrs. Long commented that it is impressive that we have a multi-year plan. As students are invited, are we prioritizing students with IEPs? Mrs. Kindl answered that equity and accessibility were a pillar of this plan. Teachers will be inviting students who need the most urgent intervention. Students who don't need "urgent" intervention will have other opportunities throughout the next school year.

Mrs. Long also asked if we will be able to measure the success of this program. Mrs. Kindl responded that data-driven information was another important factor considered when creating our program. We will be able to track the achievements and growth of these students through our assessments.

Mr. Perry commented that he is impressed that although this summer will be "like normal school," there will also be an element of fun for students. We want students to be able to enjoy their summer while learning.

B2 COVID-19 Update – Dr. Marschhausen

As you can see, the percentage of school-age children's positive cases has declined (returned to green) even as the case count for the district has increased to over 200 cases per

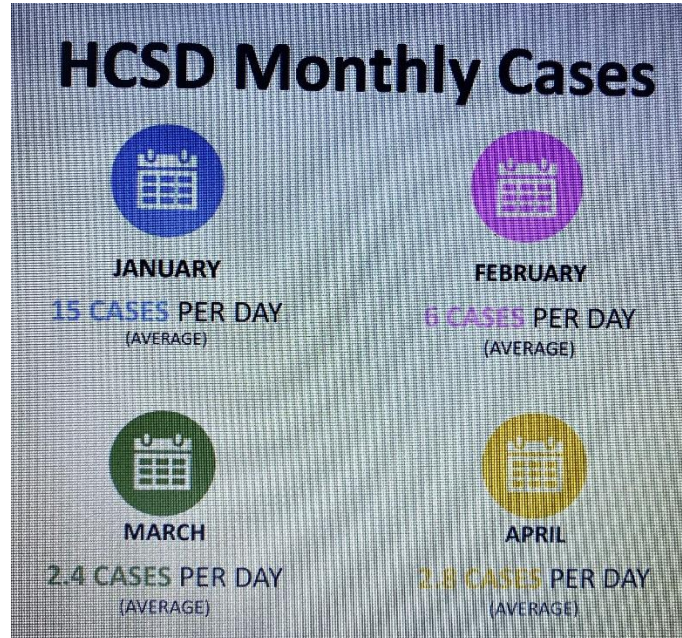
100,000. We also have not met any of our district's established thresholds.

FACTORS			1/13-1/26	1/20-2/02	1/27-2/09	2/03-2/16	2/10-2/23	2/17-3/02	2/24-3/09	3/03-3/16	3/10-2/23	3/17-3/30	3/24-4/6
HCSD Attendance Area Case Count per 100k	<100	ALL IN											
	100-200	HYBRID or ALL IN								181.51	123.47	106.58	
	> 200	HYBRID or eLearning	795	543	349	317.64	292.31	250.1	204.72				221.61
Percentage Positive School Age 6-18yrs	< 20%	ALL IN	18.46%	18%	12.38%	13.36%	14.60%	14.29%	16.17%			18.23%	16.41%
	20%-30%	HYBRID or ALL IN								20.54%	21.05%		
	> 30	HYBRID or eLearning											
Case Count			133	106	63	45	59	51	33	32	32	33	33
HCSD Thresholds	Student Absences	> 15	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
	Staff Absences	> 5	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
	Nurse Visits	> 5	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met

Our average cases per day have crept up from 2.4 to 2.8, which is still very low.

As a school district, we do not have anything to be alarmed about at this time. We continue to monitor cases, and our staff continues to do a fabulous job of contact tracing. Our students continue to do a great job of following our mask requirement. We are thankful that we are keeping our students and staff safe as we continue to educate in an all-in mode.

Mr. Perry commented that the case count increasing in the district but not in the schools shows that our mitigation efforts are preventing transmission within the schools. This is a district success that I'm very proud we have achieved and can maintain.



Dr. Marschhausen thanked Mr. McDonough and the Operations team for their help in coordinating with Nationwide Children's Hospital to vaccinate students who are 16 and older. Davidson HS will host the vaccinations, and we will provide transportation to any students from the other high schools who wish to be vaccinated.

Also, thank you to all of our families for maintaining a safe environment over spring break to maintain a safe school environment for all-in education.

C ROUTINES

- C1 The agenda with late-breaking items is correct.
- C2 The Board of Education adopted the agenda with late-breaking items.
- C3 The Board of Education approved the March 2021 Treasurer's Report.
- C4 The Board of Education approved the minutes from the following meetings:
 - a. March 15, 2021 – Regular meeting minutes
 - b. March 15, 2021 – Regular meeting notes
 - c. March 22, 2021 – Work session meeting minutes
 - d. March 22, 2021 – Work session meeting notes

D PUBLIC PARTICIPATION

The Board of Education of the Hilliard City School District encourages and appreciates citizen interest in meetings of the board. This place in the agenda is especially set aside to hear comments from visitors. Persons wishing to address the board should make written requests in advance of the meeting or complete the Visitor Form found where the agenda materials are located. When called, each speaker is asked to

address the board at the microphone so that remarks may be clearly heard and recorded. The speaker should give his or her name and address and limit comments to three minutes.

Board members may ask questions of the speaker for information or clarification and may or may not make comments in response to a speaker's remarks. It should be noted that this section of the agenda is to hear the views of citizens about their schools. No board member has the power or authority to act for the board; therefore, no response from an individual board member should be interpreted as an official action of the board. Portions of the board meeting are being audio taped.

Beth Murdoch, 3056 Hemlock Edge Drive, Hilliard, 43026

Last week, we learned the Dublin City School Board of Education selected Dr. John Marschhausen to lead their district. Dr. Marschhausen, I offer my heartfelt congratulations. As a result, you are now tasked with searching for our next superintendent. Based on Dublin's Board President, Chris Valentine's remarks, Dublin felt they needed to move quickly due to the hiring season. If you are feeling this same pressure, please heed the lessons learned from Dublin's search. Hilliard City Schools' residents ask for many of the same considerations as stated in the transparency for Dublin city schools online petition. To make sure our next superintendent is great, we ask you to create a search committee comprised of Board of Education members and community members. Ideally, this community representation will be selected through a transparent, democratic process resulting in a diverse group of community members, parents, teachers, and staff. We also ask that you are transparent throughout the entire process and share your timeline with the community. We ask that you publish the candidates' profiles and the names of candidates selected to advance in the process. To quote Dublin City School's petition, searches conducted behind closed doors promote the new superintendent as the Board's superintendent rather than the community's superintendent. In taking the stance that you know the community's needs better than anyone else, the Board forgets that the community owns the schools and should be kept informed regarding its investments.

Here is a short list of traits that I believe are important for our next superintendent to demonstrate. A great superintendent

- is not afraid to take risks or make commitments.
- would not be afraid to boldly set goals and put the programs and resources in place to achieve these goals.
- is an instructional leader.
- knows the school district's most important job is to make sure students are learning and performing at high levels.
- is knowledgeable of the best practices for maximizing student achievement and is supportive of teachers.
- is an effective communicator and a good listener.
- is flexible, manages the politics of the job, adapts to new Board members, changes in state funding, and changes in the community.

Please involve the community in the search for a great superintendent for Hilliard City Schools.

Mary Kennedy, 5744 Barry Trace, Dublin, Ohio

Thank you for this opportunity to speak. This is a bitter-sweet time for me as I approach retirement and as Dr. Marschhausen prepares to move to Dublin. Thank you for your support of the students, staff, and the educational process here in Hilliard. It has been, and I hope it will always be, a collaborative partnership.

John, our journey together has had some bumps as all journeys do. We have spent eight years working together, talking, listening, learning from each other, and growing in our respective roles. We may not have always agreed with each other, but we have appreciated the open and honest conversations. I also value the respect that has been shown. As you move to Dublin, I know that you will bring the same passion you have in service to the students and community you have exhibited here in Hilliard. I wish you and Susan good fortune in your new venture.

E CONSENT AGENDA

The Board of Education approved item E1 through E4, consisting of certified and classified personnel matters. You can find the complete list of personnel matters as an attachment to the Minutes.

The Board offered their congratulations to the retirees.

Ms. Whiting added that it is with bitter-sweet emotions that we accept Dr. Marschhausen's resignation and wish him well on his next step. He has made an incredible impact on our students, staff, and community, and he will be missed. Hilliard is an exceptional school district, and we are committed to bringing the best person to continue to lead our district forward.

We will ask Dr. Wade Lucas, a seasoned superintendent specializing in working with districts in transition, to step in as interim superintendent. He will work with our team to keep the district running during our swift but appropriate search.

The search will be conducted by the Educational Service Center of Central Ohio under the direction of Mr. Dale McVey. Mr. McVey served as our previous superintendent for fifteen years.

This is a critical time in education. The Hilliard City Schools Superintendent position is one of the most prestigious education jobs in the state. The Board is firmly focused on finding the best candidate to run our district.

Thank you, John, for your service.

F ACTION AGENDA

F1 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, 2021, 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:

401 – AUXILIARY SERVICES - \$1,019,000

Mr. Wilson explained these are funds that flow through us to Sunrise Academy, St. Brendan, and the GEC school. This is the second year of the biennium, so if they don't spend all of their money before June 30, they will lose it. They are trying to spend all of their money.

- F2 The Board of Education authorized the Chief Operating Officer to award the following bid for the 2021 Hilliard Darby High School Cooling Tower Project to the named Vendor for the following project:

Hilliard Darby High School – Sauer Group awarded at a bid of \$417,645.00

Mr. Hetzel explained that this is phase two of the cooling tower project. At the last Board meeting, we approved the equipment purchase. This resolution is for the contractor to do the installation. We had six contractors participate in the bid process, and the above cost is 12% under our estimate.

- F3 The Board of Education approved the following resolution:

HILLIARD CITY SCHOOL DISTRICT BOARD OF EDUCATION RESOLUTION REGARDING APPOINTMENT
OF INTERIM SUPERINTENDENT

WHEREAS, the Board has the authority to enter into agreements under R.C. 3313.843 and R.C. 3313.845 to receive services from an Educational Service Center;

WHEREAS, the Board has entered into a comprehensive agreement with the Educational Service Center of Central Ohio ("ESCCO"), and now wishes to add additional services to that agreement through a Statement of Work;

BE IT RESOLVED by the Hilliard City School District Board of Education that the Board of Education approves the attached Statement of Work with the ESCCO for the services of Dr. Wade Lucas to serve the District as its Interim Superintendent;

BE IT FURTHER RESOLVED that the Hilliard City School District Board of Education appoints Dr. Wade Lucas as the Interim Superintendent per the terms identified in the Statement of Work effective May 1, 2021.

- F4 The Board of Education approved two memorandums of understanding (MOU) as attached per agreement with the Hilliard Education Association (HEA).

Dr. Marschhausen explained that the first MOU is an agreement to continue having noon aides at the elementary schools. This provides the elementary teachers time during the lunch period, and in return, the elementary teachers come to school a little earlier. It has also been beneficial since we eliminated the midday kindergarten routes (due to all-day kindergarten). Many of our noon aides are our bus drivers. Having the MOU instead of adding this to the HEA contract gives us flexibility should we experience any financial challenges.

Mr. Wilson explained the second MOU is regarding the one-time payments discussed during negotiations. We should have had the one-time payments at step eight instead of step seven.

- F5 The Board of Education approved the Memorandum of Understanding (“MOU”) with the Hilliard Education Association dated April 12, 2021, and amends the Returning Together Plan to reflect that MOU. The Board further requests that the District’s Covid Coordinator provide updates at appropriate Board Meetings in April and May. The Covid Coordinator is further directed to contact the Board of Education President should the Franklin County Public Health Commissioner or the Ohio Department of Health recommend a change in learning mode.

Dr. Marschhausen explained our plan still included the reference to the Ohio Public Health Advisory Alert System. On Thursday, the Governor placed Franklin County in a watch week (before possibly turning to purple). This MOU removes all references to the Ohio Public Health Advisory Alert system for determining our educational mode.

To provide consistent recommendations to the Board during our leadership transition, the MOU names our district Covid Coordinator to keep the Board updated.

The Board expressed their appreciation for the collaborative efforts of HEA, OAPSE, and all staff throughout this challenging pandemic year. They also recognized this is the payoff for using the CATS system.

- F6 The Board of Education approved the elementary phonics curriculum as previously presented.

G REPORTS / INFORMATION / EXHIBIT ITEM

- G1 Policies submitted for a first reading

- a. BCFA - Business Advisory Council to the Board
- b. BDDH (Also KD) - Public Participation at Board Meetings
- c. EBC - Emergency Management and Safety Plans
- d. GA - Personnel Policies Goals
- e. GCBC-R - Professional and Certificated Staff Fringe Benefits
- f. GCD - Professional and Certificated Staff Hiring
- g. IGCG - Preschool Program
- h. KD (Also BDDH) - Public Participation at Board Meetings
- i. KGB - Public Conduct on District Property
- j. KLD - Public Complaints About District Personnel
- k. KMA - Parent/Citizen Organizations

Mr. Lambert recommended that Board members review the policy review committee report posted in Canvas. Some policies originate inside the district, and changes in Ohio Revised Code trigger some policies.

- G2 Committee Reports

Mrs. Long stated there was an ISPTO meeting on March 16. They are currently recruiting candidates to fill their vice president and secretary roles. They discussed fundraising and SACC appreciation.

Mrs. Long also reported that the Facilities Committee met last Friday. All of the information discussed at the meeting is available on the “Facilities” tab at <https://www.hilliardschools.org/school-board/meetings/>.

G3 Enrollment

Current enrollment is included in your Board packet.

G4 Superintendent's Update

a. Equity and Diversity Committee Appointment

Dr. Marschhausen thanked Ms. Whiting for appointing Mr. Lambert and Mr. Abate to our Equity and Diversity Committee. Mrs. Samantha Chatman will present the Inclusivity and Justice Task Force recommendations at Work Session on April 19. This information will be carried forward by the Equity and Diversity Committee.

b. April Work Session Planning

Along with the Inclusivity and Justice Task Force presentation, we will also have a finance discussion. Mr. Wilson will provide a preview of the five-year forecast.

c. Staffing Update

Thank you to Mr. Walker and his team in HR for all of their work on contract renewals. As we prepare for the Online Academy, our academic team is working to identify staffing needs. Many teachers will be returning to the traditional classroom from the Online Academy now that we are vaccinated.

I ask that parents please be patient as we work through our staffing for next year. We will most likely be later in getting class lists and schedules posted.

d. Mask Mandate/Order – Policy EBEA

There has been some confusion on whether masks are still required in schools. The Governor sent a clarification letter this week stating the mask order in schools is still in effect. Whatever the health director did with mask orders for the general public does not apply to K-12 schools.

H **EXECUTIVE SESSION / ADJOURNMENT**

H1 At 7:24 p.m., the Board of Education, caucused to executive session to consider the appointment, employment, dismissal, promotion, demotion, or compensation of a public employee or official.

Mr. Perry stated the Board would not take any action following the executive session.