



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 stood and recited the Pledge of Allegiance.
4. The Board of Education adopted the agenda as presented.
5. Introduction of Dr. Wade Lucas

Ms. Whiting introduced and welcomed Dr. Lucas to Hilliard City Schools. We took action at our last meeting to hire him as our Interim Superintendent. He started his career as a superintendent in 2001 in the Coshocton City Schools. He then joined the Green Local Schools in Summit County and retired after thirty-two years from Olentangy Local Schools in 2015. He is currently employed by the Educational Service Center of Central Ohio (ESC), where he works as a consultant and an interim superintendent.

Dr. Wade Lucas thanked the Board for the opportunity to serve as Hilliard’s interim superintendent. He knows and has worked with both Dr. Marschhausen and our former superintendent, Dale McVey. My goal is to help you make a smooth, effective transition from one leader to another.

6. Superintendent Search Update

Ms. Whiting stated that our superintendent position was posted with the ESC last week. Now, we want to hear from our parents, community members, and our staff. Due to the COVID-19 pandemic, we have created two videos available in a variety of venues. We want to know what kind of qualities our constituents want our new leader to possess. At the end of the video, there will be a link where you can give us your feedback.

7. COVID-19 Update – Mr. Mike Abraham, Director of Student Well-Being

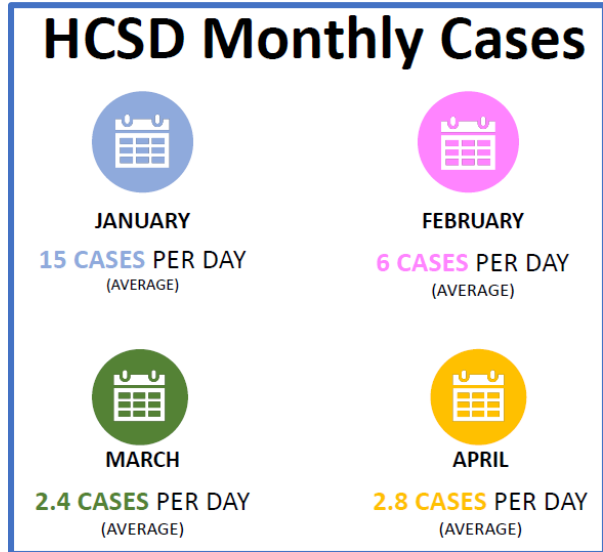
Although the number of positive cases per 100,000 in the district continues to rise, currently 240.6, our percentage of positive cases in school-age children continues to

| Decision Making DATA FACTORS | | | | | | | | | | | | | | | |
|---|------------------|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|--------|
| 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 | 3/21-4/13 | |
| HCS D 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 | 240.6 | |
| Percentage Positive School Age 6 -18yrs | < 20% | ALL IN | 18.46% | 18% | 12.38% | 13.36% | 14.60% | 14.29% | 16.17% | | | | 18.23% | 16.18% | 16.44% |
| | 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 | 35 | |
| HCS D 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 | 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 | 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 | Not Met | |

be in the green 16.44%. We still have not met any of our district-established thresholds.

Our number of new cases per day is 2.8 cases. We have had only two adults with positive cases in the last six weeks on one exciting note. I believe the low number of positive cases in adults is due to having our staff vaccinated.

Our nurses continue to make contact tracing for each positive case, and our quarantine numbers remain relatively low even in our All-In mode. Wearing masks and maintaining social distance is working well to keep our students and staff as safe as possible.



Even though Franklin County has moved to purple on the Ohio Public Health Advisory Alert System, our case count is relatively low.

8. Policies submitted for a first reading
 - a. CCA – Organizational Chart

Dr. Marschhausen added the organizational chart for a reading and potential Board adoption at the next meeting. This reflects work from the District Management Group’s report. We typically have three readings, but only two readings are required.

9. Policies submitted for a second 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

Ms. Whiting thanked Mr. Lambert and Mr. Perry for participating on the Policy Review Committee. Ms. Whiting had participated on this committee for about 12-13 years and is glad to have some new Board representatives making sure our policies are up-to-date. Dr. Marschhausen added thanks to Mr. McDonough and Mrs. McNamee for all of their work regarding policy.

10. Discussion Topics:

- a. Capital Projects Presentation – PI and Operations
Mr. Mike McDonough, Deputy Superintendent
Mr. Cliff Hetzel, Chief Operating Officer

Mr. Hetzel explained that our Capital Projects are funded by Permanent Improvement (PI) dollars and facilitated by the Operations Department.

PAVING **Cost Estimate: \$1,550,000**

- Alton Darby Parking Lot Replacement/Expansion (may include additional parking spaces and additional drainage needs for the Preschool Expansion Project). We will have the project out for bid in early May, with all submissions due by May 27.
- Parking Lots under evaluation for seal coating/stripping: Innovative Learning Center, Scioto Darby Elementary, Darby HS, Bradley HS, Memorial MS, and Davidson HS

BUILDING IMPROVEMENTS **Cost Estimate: \$4,934,000**

- Addition of eight classrooms at the Preschool. We have met with our architect and are beginning to design the addition. We have also asked the architect to investigate the possibility of adding taps north of this site (as recommended by the Facilities Committee).
- Cooling tower replacement at Darby HS – This work will be done near the dumpsters located on the side of the building. The low bidder was Sauer Group, and they are preparing to begin.
- Installation of new monitors in classrooms – The Technology Department will identify seven elementary schools where new monitors will replace televisions. This part of the monitor upgrade project they have working on for the past few years.

SITE IMPROVEMENTS **Cost Estimate: \$151,920**

- Alton Darby Creek Campus signage and finishes, including painting, carpeting, graphics, and making sure the resources at each building are balanced. We have an extensive moving plan since every teacher will be displaced in this process.
- Improve the sidewalks/paths up to and around the baseball fields at Darby HS. This is the final piece of our total pavement replacement project that began a few years ago. We needed to complete fence work around the fields before improving the sidewalks/paths.

ATHLETICS **Cost Estimate: \$1,336,000**

- Turf field, synthetic track, and scoreboard replacement at Bradley HS – Hellas Construction is our contractor, and we will have our first pre-construction meeting the first week of May. We are planning to begin the work in mid-May following the last scheduled track meet. Our substantial completion date is August 10.
- Athletic Performance Center for Darby HS. The athletic director, an assistant principal, and a fundraising chairperson presented this plan to the Facilities Committee. They intend to raise money to build a facility similar to Davidson’s newly constructed weight room. This group will keep the Board informed about their progress as they move along.

OTHER – FEDERALLY FUNDED PROJECTS

Cost Estimate: \$2,150,000

Elementary and Secondary School Emergency Relief (ESSER) Funding (aka Cares Act)

- HVAC improvements for eight schools (replacing eleven rooftop units) at Hoffman Trails Elementary, Hilliard Station Sixth Grade, Hilliard Tharp Sixth Grade, Scioto Darby Elementary, JW Reason Elementary, Beacon Elementary, Avery Elementary, and Britton Elementary. We worked with Trane to specify our equipment needs, and we will procure it through the state term contract. We have put out a bid for the installation of these units.
- We can also use these funds to repair/replace windows and doors throughout the district. We are currently evaluating where the needs are.
- We will be placing four modular classrooms at Ridgewood Elementary since their ability to build capacity is limited. These four classrooms will house the fifth-grade units at Ridgewood. The addition of these modular classrooms will allow us to meet spacing and capacity needs.

Mr. Lambert stated he objected in the Facilities Committee meeting to the way the Darby athletic project is proposed to be funded. He understands that the same type of project and funding was done to build Davidson’s newly constructed weight room. He believes it is strange to be fundraising to build a structure that keeps the facilities comparable at all of our high school facilities. If we are going to build a facility for our students at Darby to bring it “up to par” with Bradley’s facilities, I believe it should be funded with public dollars. We also need to determine if anything needs to be done about the privately funded facility at Davidson HS. I would like the Board to have this discussion in the future.

Mr. Lambert also commented that he would like to obtain a solid feel from our asset inventory system on our routine maintenance costs. We have over half a billion dollars of assets (buildings and facilities). Still, our permanent improvement (PI) funding for maintaining all of our facilities is less than 1% of our total replacement cost. I believe that number should be 2% or possibly higher. We may need to ask the community to increase our PI funding.

Mr. Hetzel explained that we are reviewing our numbers in the facilities database and plan to have it utterly up-to-date by this fall.

Mrs. Long appreciates that the team is lining up the paving work at Alton Darby to include possible future needs at that campus. She also appreciates the partnership with Brown Elementary’s PTO, who will be replacing playground equipment.

- b. Financial Update – 5 Year Forecast Preview
Annual April/May Revised Forecast required by Ohio Revised Code.

Our total revenue for FY2021 is \$212,195,658. We received \$139,000,000 in property taxes - \$127.5 million from real estate and \$11.2 million from public utility personal property tax. Unrestricted and restricted grants-in-aid represent mostly our state school foundation dollars of \$50.8 million along with approximately \$700,000 in casino tax dollars and Medicaid reimbursements of \$200,000. Property tax allocation of \$12.2 million is the homestead and rollback on residential real estate taxes. All other revenue of \$9.8 million includes tuition of

approximately \$490,000, interest income of \$900,000, approximately \$7.6 million in payment in lieu of taxes, and some other miscellaneous income.

We have decent changes in total revenue estimates for the current year since October. The significant factors are new growth in real estate, interest income, and payment in lieu of taxes came in higher than initially forecast. Also, the Governor restored 50% of the state funding reduction in January. It appears that we have avoided a pandemic caused recession.

The state legislature is working on a new funding formula. A new funding formula could impact this projection in a positive direction. By the October forecast, we should have a better idea of what will happen with state funding.

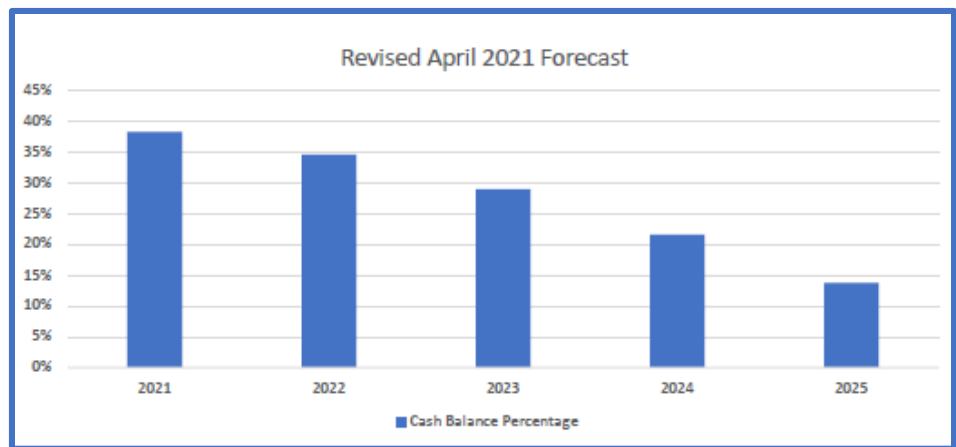
Our property tax revenue came in much better this year than anticipated. In 2020, we had almost 1.25% growth in new construction for residential and agricultural values and a 20% increase in values based on inflation for residential values. I projected a 0.5% increase in new construction and 17% in triennial update value increase. The new growth is new dollars for us. Further growth in commercial and TPP values was also greater than projected. This is how we generated over \$2 million more than projected.

Our total expenditures are similar to the October forecast. We will be deficit spending in FY2022 which potentially becomes an issue in FY2023. This means we may need an operating levy on the ballot in November 2022.

The differences on the expenditure side include \$1.2 million for the Preschool expansion (transfer will take place in 2022) and moving technology and bus purchases from the PI fund to the general fund.

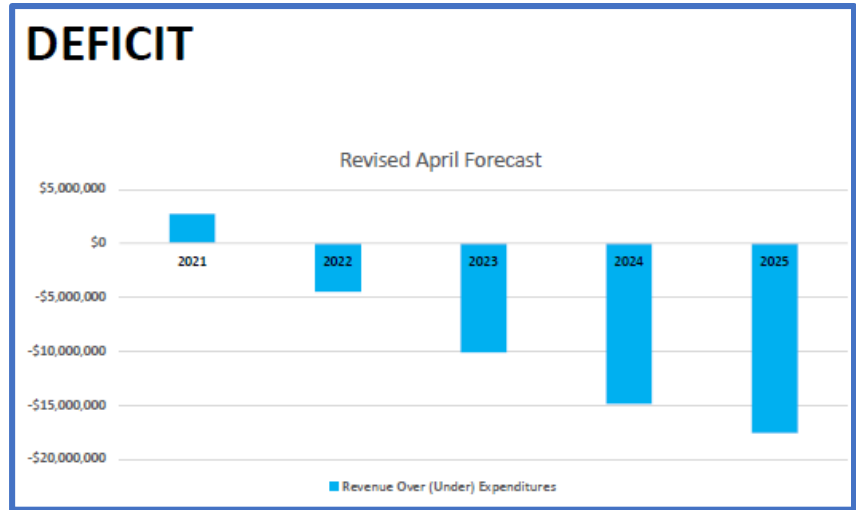
Cash Reserve

We've been able to make some of the PI type expenditures out of the general fund due to our cash reserve. We will have a 38% cash reserve at the



end of FY2021 and around 35% in FY2022. It continues to decrease through 2025, where we will have a little less than 15% cash reserve. Our current Board policy states we should have a 10% cash reserve. I believe we should have a 20% cash reserve and am taking that to the policy review committee.

As you can see in the graph (right), our revenue is more significant than our expenditures in FY2021, and expenditures are exceeding revenues beginning in FY2022. It starts to become an issue in FY2023 when we are \$10 million over revenue. Potentially, we need to put an operating levy on the ballot in November of 2022.



Mrs. Long asked if we pass a levy in November 2022, when will we begin receiving those funds? Mr. Wilson answered that we would start receiving the funds in January 2023.

Mr. Lambert commented that today's spending trajectory is the same as in 2013, meaning we have kept our discipline on spending, which resulted in our large cash reserve. Mr. Wilson's forecast in 2017 showed that revenue for this year would be \$190,000,000, and it is \$210,000,000. Well done to Mr. Wilson, Dr. Marschhausen, and the entire team for maintaining the spending discipline even as the economy has improved.

Mr. Lambert also commented on the land purchased by Amazon. The public generally thought all of that land was tax abated with no financial benefit to the community. The Britton Road site has generated \$200,000 in revenue for the school district. When Amazon finishes its build-out, I estimate it will generate as much as \$5-6 million annually for the school district. American Electric Power build-out is also generating a great deal of money for the school district. He believes it is worth saying thank you to the City for bringing our community this opportunity.

c. Equity and Diversity Task Force – Strategic Plan & Recommendations
Samantha Chatman, Director of Equity and Diversity

The following Board resolution was passed in July 2020:

The Hilliard City School District rejects all forms of racism as destructive to the District's mission, vision, values, and goals.

The Board of Education and District Administration is committed to the following:

- Establishing and sustaining a school culture and community that shares in the collective responsibility to address, eliminate, and prevent action, decisions, and behaviors that permit or perpetuate racism.

- Establishing and supporting the Director of Equity and Diversity, the Diversity Coordinators, and the Equity and Diversity Task Force to lead the Hilliard City School District’s commitment to eliminating inequitable practices.
- Respecting and championing the diversity and life experiences of all students and staff to support the school district’s mission, vision, values, and goals.
- Creating a three-year strategic plan, under the Director of Equity and Diversity leadership, includes policy recommendations, recruitment of a more representative workforce, curriculum review and guidance, and system support to target systemic racism in the District.

The work of our steering committee began in July 2020. The steering committee identified four areas to focus on to develop a strategic plan. Those areas are:

1. Professional Development – teacher and staff training opportunities
2. Curriculum – review curriculum to create inclusive anti-racist/anti-bias curriculum for all students.
3. Discipline/Policy – review discipline procedures and policy recommendations
4. Hiring – hire and retain staff of color

We then transitioned from the steering committee into four working groups (over 40 people) to create our strategic plan. A huge thank you to everyone (board members, administrators, certified staff, classified staff, parents, students, and community members) who participated in this work. Our four working groups began their task in November. It’s important to note there were many tough conversations and lots of learning opportunities to get us to where we are today. We will present an overview tonight, and the complete report can be viewed on the district website https://www.hilliardschools.org/wp-content/uploads/Equity_Diversity_Action_Plan.pdf.

Professional Development

Molly Walker, Director of Social Emotional Learning & Measurement
Katie Salyer, Principal, Hoffman Trails Elementary

Goals:

1. Mandatory training for administrators and principals
2. Mandatory training for staff (Certified & Classified) during contractual time
3. Community outreach

Regarding staff training, we are planning on small groups of ongoing professional development. Ongoing PD in small groups will allow for meaningful conversations and personal growth and discovery.

We want to have our community join us in these conversations. We’ll be looking at holding community forums to keep them informed and engaged. We will also be looking for community members who can help us on this journey.

Curriculum

Nikki Henkel, Media-Specialist-Innovation, Darby High School
Hilary Sloat, Principal, Horizon Elementary

We are thankful our group was able to come together, have critical conversations, and learn.

Goals:

1. Revised K-12 ELA resources to include multiple cultural perspectives

Many of you have probably heard of the concept of windows, mirrors, and sliding glass doors. We want our literature to enable students to look through windows to see other cultures and communities. We need to make sure that all students can see themselves (mirrors) of literature. Also, being able to walk through sliding glass doors to immerse themselves in another culture or community.

2. Develop a process for reviewing current curriculum maps

We need to think about what needs to be revised to be more inclusive and review our curriculum more frequently than when the state standards change.

3. Foster an inclusive environment for all students and staff

We want students to feel included in the classroom and take those feelings home to have conversations with their parents about what is happening in the classroom. We want to spread a sense of belonging and inclusivity into the community.

Discipline/Policy

Sabine Canty, Community & School Equity Coordinator
Kirsten Clausen, Assistant Principal, Davidson High School

Our group had robust and transformative conversations about what needs to happen to bring about systemic changes for a restorative instead of a punitive system.

Goals:

1. Update the Student Handbook to address racism and racist incidences, specifically

We want to review the policies to remove/amend to address any disproportionality that punishes students of color or the historically marginalized population. We also introduced new language to address racial discrimination and intimidation.

2. Establish Student Reporting & Incident Tracking System (“Hotline”)

We want to revise the current bullying report/hotline to encompass a more inclusive definition of harassment and intimidation. We also want to add a section for students to report incidences perpetrated by staff members.

3. Create Staff Code of Conduct Against Discrimination & Tracking/Accountability System

We want to partner with Certified and Classified staff to develop a tracking and accountability system for reported incidences.

4. Expand Restorative Practices to Ensure Equitable Disciplinary Practices

We plan to review and revise any policies, including current nondiscrimination policies, that perpetuate systemic racism. We will also analyze student data on the disproportionality of student discipline and establish restorative practices to coincide with disciplinary action for student infractions.

Hiring

Tamar Campbell, Principal, Elementary Online Academy
Janet Monseur-Durr, Equity & Inclusion Teacher Leader

Our task was to review our hiring practices to attract, hire, and retain more teachers of color so that our teaching staff reflects our students and families within the school district. We reviewed the Ohio Department of Education suggestions and other related research.

Goals:

1. “Grow Our Own” BIPOC teachers and teachers from under-represented groups from our currently employed classified staff

We plan to support current classified staff who want to pursue a teaching degree, obtaining their license, and getting them into the classroom.

2. “Grow Our Own” BIPOC teachers and teachers from under-represented groups from our current HCSD students

We also plan to support our Academy EDU students and any student who wants to pursue a career in education and recruit them to return to HCSD.

3. Recruit BIPOC and underrepresented educators to work in Hilliard City Schools

We also encourage the recruitment of educators from other areas. Show them that HCSD is an incredible place to work.

4. Ensure Hilliard City Schools is an inclusive place to work

We need to ensure we are doing the work personally and professionally to be respectful and inclusive in the workplace.

As mentioned earlier, our complete report, with detailed action steps and evidence of progress, is available on the district website at https://www.hilliardschools.org/wp-content/uploads/Equity_Diversity_Action_Plan.pdf.

Mrs. Long thanked everyone for their work on this plan and asked how many people participated. Mrs. Chatman restated over 40 people participated (board members, administrators, principals, certified staff, classified staff, parents, students, and community members).

Ms. Whiting also thanked everyone who has participated in this work. The discussions have been so rich in information and experiences. I look forward to watching us grow over time.

Mr. Perry commented on how much of a community task force this has become by bringing in many different people. He appreciates that community outreach is included in our plan. I genuinely appreciate the work you have done to include the community as well as our district staff.

Mr. Lambert commented that one of his priorities since becoming a Board member is to recruit and hire people of color. To that end, we were introduced to the Dean of Education at Central State University. The Dean stated many of their students come from urban areas and plan to return to those areas to give back. His advice to us was to “grow our own.” I am happy to see this included in our action plan.

Mr. Abate remarked that being one of the committee members, he heard first-hand many of the great conversations. Great job to the entire team for setting a vision of where we go from here.

d. Superintendent Reflections

Dr. Marschhausen reported that our staff has been to the Schottenstein Center to work with them in preparation for this year’s graduation ceremonies. It will look different than a typical year. We are waiting on Franklin County Public Health to tell us the total number of people permitted in that facility. We will pass that information along to our students and families as soon as we have it.

Tonight is my last Board meeting, and it has been an honor to serve alongside each of you and our administrative team. Thank you to Mr. Wilson for help and guidance for the past eight years.

Ms. Whiting thanked Dr. Marschhausen for all of the work he has done with us, the staff, and the community. Your footprint will be part of this district forever.

Mr. Lambert thanked Dr. Marschhausen for his communication ability, especially with the community. Bringing in Tim Kight of Focus 3 was transformative for our district. You were great during the 2016 campaign with making hundreds of home visits and speeches. The relationship you built with Ohio State University has been important and manifested in developing the CATS data. Your relationships with the state and local health departments allowed us to operate during the pandemic. Thank you for the last eight years, and we wish you well in the years to come.

Mr. Abate echoed those sentiments. Thank you for all of your efforts with everything that has impacted our district. I’m sure we will see you around.

Mrs. Long stated she shares in coming to the community at the same time as you. I have grown a lot as a Board member due to your mentorship. Thank you for the footprint you put on each of us as we move forward in our journeys.

Mr. Perry also thanked Dr. Marschhausen for all of his work. He's been a community member for twenty-eight years and has seen the community grow and change. In my opinion, the school district and community have changed extensively under your leadership.

11. The meeting adjourned at 7:49 p.m.