

The meeting of the Board Policy Committee was called to order on Wednesday, May 2, 2018, at 5:30 p.m. in the District Conference Room.

**Present:**

Wendy Conrad	Shane Baumgartner
Mary Lou Rinaldo	Dan Parent

TOPIC/DISCUSSION/CONCLUSION	ACTION/RECOMMENDATION
<p><b>AFC-1/GCN-1 – Evaluation of Professional Staff</b></p> <ul style="list-style-type: none"> <li>• <u>Revise:</u> Policy name changed from "Evaluation of Certified Staff" to "Evaluation of Professional Staff"</li> <li>• <u>Delete:</u> Student Growth Calculation, Paragraph 3, "Value-added data based on the results of state assessments administered in the 2014-2015 and 2015-2016 school years will not be used to assess student academic growth. Such data also will not be used when making dismissal, retention, tenure or compensation decisions. The Board may administer ODE-approved assessments and/or local measures of student growth using state-designed criteria and guidance for teachers of subjects where value-added scores from state assessments are not available. Evaluations for teachers of grade levels and subject areas for which the value-added progress dimension is applicable, and where no other measure is available to determine student academic growth, shall be based solely on teacher performance."</li> <li>• <u>Delete:</u> Evaluation Time Line, Paragraph 4, "The Board evaluates teachers receiving effectiveness ratings of Skilled on those teachers' most recent evaluations carried out under this policy, and whose student growth measures are at least average or higher every two years. Biennial evaluations conducted under this policy are completed by May 1 of the evaluation year. Teachers evaluated on a biennial basis are provided a written copy of their evaluation results by May 10 of the evaluation year. In years when an evaluation will not take place, one observation is carried out and at least one conference with the teacher is held."</li> <li>• <u>Delete:</u> Note, Paragraph 6, "House Bill 64 (2015) prohibits the use of value-added data based on the results of state assessments administered in the 2014-2015 and 2015-2016 school years for the student growth measure. Such data also cannot be used when making dismissal, retention, tenure or compensation decisions. The board may however, enter into a memorandum of understanding with the teachers' union to use such data"</li> </ul>	<p>Revisions acknowledged as presented.</p>
<p><b>AFC-2/GCN-2 – Evaluation of Professional Staff</b></p> <ul style="list-style-type: none"> <li>• <u>Revise:</u> Policy name changed from "Evaluation of Certified Staff (Administrators Both Certified and Classified)" to "Evaluation of Professional Staff (Administrators Both Professional and Support)"</li> <li>• <u>Delete:</u> Ohio Principal Evaluation System (OPES), Paragraph 5, "Value-added data based on the results of state assessments administered in the 2014-2015 and 2015-2016 school years may be used to assess student academic growth. Such data also will not be used when making dismissal, retention, tenure or compensation decisions."</li> <li>• <u>Delete:</u> Note, Paragraph 4, "House Bill 64 (2015) prohibits the use of value-added based on the results of state assessments</li> </ul>	<p>Revisions acknowledged as presented.</p>

administered in the 2014-2015 and 2015-2016 school years for the student growth measure. Such data also cannot be used when making dismissal, retention, tenure or compensation decisions. The board may use these measures however, if a memorandum of understanding or a board policy is in place."

**GBQ – Criminal Records Check**

- Revise: Paragraph 2 to read as follows:  
"At the time of candidates' initial application for employment, applicants are given a separate written statement informing them that each must provide a set of fingerprint impressions as part of the criminal records check process and that the Board uses a criminal records check as part of the initial hiring process and at various times during the employment career. The Board may employ persons on the condition that the candidate submit to and pass a BCI criminal records check in accordance with State law. Any person conditionally hired who fails to pass a BCI criminal records check is released from employment.
- Delete: Paragraph 3, "Prior to taking an adverse action against an applicant or employee (such as declining to employ, reassigning an employee, denying a promotion, suspension, nonrenewal or termination) based in whole or in part on a criminal records check, the applicant or employee is given a written pre-adverse action disclosure statement that includes a copy of the criminal records check and the Federal Trade Commission's notice titled "A Summary of Your Rights Under the Fair Credit Reporting Act."
- Delete: Paragraph 4, "After taking an adverse action, the applicant or employee is given a written adverse action notice that includes the name, address and telephone number of the BCI, a statement that the BCI did not make the decision to take the adverse action and cannot give specific reasons for it, the individual's right to dispute the accuracy or completeness of any information furnished by the BCI and the individual's right to an additional free criminal records check from the BCI upon request within 60 days."
- Delete: LEGAL REFS.: Fair Credit Reporting Act; 15 USC 1681 et seq.

Revisions acknowledged as presented.

**GCPD – Suspension and Termination of Professional Staff Members**

- Revise: Policy name changed from "Suspension and Termination of Certified Staff Members" to "Suspension and Termination of Professional Staff Members"
- Revise: Replace all "certified staff member" with "professional staff member"
- Delete: Termination, Paragraph 2, "If the suspension or termination is based in whole or in part on the results of a consumer report (as that term is used in the Fair Credit Reporting Act), the Board furnishes the professional staff member with pre-adverse action and adverse action notices required by the Fair Credit Reporting Act."
- Delete: LEGAL REFS.: Fair Credit Reporting Act; 15 USC 1681 et seq.

Revisions acknowledged as presented.

**IGAD – Career – Technical Education**

- Revise: Paragraph 6 to read as follows:  
*"In an effort to meet the changing needs of the global, high-tech workforce, educational programs offered to secondary school students, adults, postgraduates and others desiring to obtain necessary workforce skills are established in accordance with State law and the Ohio Administrative Code."*
- Revise: Paragraph 7 to read as follows:  
*"The educational program is administered by the Superintendent/designee."*

Revisions acknowledged as presented.

**IGCH/LEC – College Credit Plus**

- Revise: Paragraph 1 to read as follows:  
*"State law provides for student participation in the College Credit Plus (CCP) program for the purposes of promoting rigorous academic pursuits and exposing students to options beyond the high school classroom. Therefore, eligible 7th through 12th grade students may enroll at any public college/university and any participating nonpublic college/university on a full- or part-time basis and complete eligible nonsectarian, nonremedial courses for transcribed high school and/or college credit."*
- Revise: IGCH, to correct LEGAL REFS to: OAC 3333-1-65 through 3333-1-65-11

Revisions acknowledged as presented.

**IGCH-R/LEC-R – College Credit Plus**

- Revise: Paragraph 1 to reflect date of "February 1 of each school year"
- Revise: Paragraph 2 to read:  
*"Students and/or parent(s) are required to submit written notice of intent to participate to the principal by April 1 of the year in which the student wishes to enroll and may submit written notice as early as February 15. Failure to inform the principal of intent to participate by the April 1 deadline shall result in the student having to secure written permission from the principal in order to participate in the program. If the principal denies a student's request for written permission, the student may appeal to the Superintendent. The Superintendent's decision is final."*
- Add: To Paragraph 4, items #  
12. information about eligible courses;  
13. information on CCP probation, dismissal and appeal procedures and  
14. the standard program information packet developed by the Ohio Department of Higher Education (ODHE).
- Add: Student Enrollment, Paragraph 3, "Students may enroll only in eligible courses as defined in rules adopted by ODHE. Upon receipt of the notice of pre-term admission the student's secondary school verifies the student is enrolled in eligible courses. If the student is enrolled in ineligible courses the school notifies the student and their parent that they must withdraw from the ineligible course(s). Students failing to withdraw prior to the

Revisions acknowledged as presented.

college's no-fault withdrawal date will be responsible for all tuition, fees and textbook costs for the course."

- Revise: Student Enrollment, Paragraph 4 to read as follows:  
"If a student completes an eligible college course, the Board shall award him/her appropriate credit toward high school graduation if, at the time of enrollment, he/she elects to receive credit for courses toward fulfilling the graduation requirements"
- Revise: Student Enrollment, Paragraph 5 to read as follows:  
" High school credit awarded for eligible courses successfully completed counts toward graduation requirements and subject area requirements."
- Revise: Student Enrollment, Paragraph 5, item 1 & 3 to read as follows:
  1. The Board awards comparable credit for the eligible course(s)/courses completed at the college.
  3. Any disputes between the student and the Board regarding high school credits granted for a course may be appealed by the student to the Ohio Department of Education (ODE). ODE's decision on these matters is final.

- Add: The following eligibility criteria following High School/College Enrollment section:

"Student Eligibility

Students wishing to participate in CCP must meet all statutory eligibility requirements. To be eligible, students must be considered remediation-free on one of the Ohio Revised Code 3345.061 (F) assessments. A student scoring within one standard error of measurement below the remediation-free threshold on one of the assessments is considered to have met this eligibility requirement if he/she either has a cumulative high school grade point average (GPA) of at least 3.0 or receives a recommendation from a school counselor, principal or career-technical program advisor.

Underperforming Students/CCP Probation

A student meeting at least one of the following is considered an underperforming student for purposes of CCP:

1. Cumulative GPA of less than 2.0 in college courses taken through CCP or
2. Withdraw from or receive no credit for two or more courses in the same term.

A student meeting the definition of an underperforming student for two consecutive terms of enrollment is considered an ineligible student.

The student's secondary school will place an underperforming student on CCP probation within the program and notify the student, parent and the college they are enrolled in of their status. The student may enroll in no more than one college course in any term when on CCP probation and cannot enroll in a college course in

*the same subject as a college course in which they received a grade of D or F or for which they received no credit. Students enrolled in impermissible courses who fail to dis-enroll prior to the college's no-fault withdrawal date are responsible for all costs associated with the course(s) and dismissed from CCP as an ineligible student.*

*If a student taking a permissible college course after placement on CCP probation and the course grade raises the student's cumulative college course GPA to 2.0 or higher the student is removed from CCP probation and may participate in CCP without restrictions unless they again meet the definition of an underperforming student. A student on CCP probation who does not raise their GPA to the required minimum through the course grade, is dismissed from CCP by the student's secondary school.*

*Students dismissed from the program are prohibited from taking any college courses through CCP and must dis-enroll for any college courses they may be registered for in the next term prior to the no-fault withdrawal date.*

*Each secondary school establishes an academic progress policy defining the progress students must achieve to be reinstated in CCP on CCP probation. The policy must state that failure to make academic progress as defined in the policy will result in an extension of CCP dismissal. The policy also includes the procedures for a student to request an appeal of their CCP status.*

*A student may request the secondary school allow the student to participate in CCP after one term of CCP dismissal. Summer term is not counted as a term of dismissal unless the student is enrolled in one or more high school courses during the summer. Upon review of the student's academic progress through review of their full high school and college academic records the school will: continue the student's dismissal; place the student on CCP probation or allow the student to participate in CCP without restrictions in accordance with the school academic progress policy.*

*A student may appeal their status to the Superintendent within five business days of notification of CCP dismissal or prohibition from taking a college course in the same subject as a college course in which they received a grade of D or F or for which they received no credit. Upon consideration of any extenuating circumstances separate from academic performance that may have affected the student's CCP status the Superintendent will issue a decision within 10 business days after the appeal is made and may:*

- 1. allow the student to participate in the program without restrictions;*
- 2. allow the student to take a course in the subject area in which they received a grade of D or F or for which they*

received no credit;

3. allow the student to participate in CCP on CCP probation or

4. maintain the student's dismissal from the program.

The Superintendent's decision is final.

If the decision is to continue the student's dismissal and the student is enrolled in a college, the student's college will allow the student to withdraw from all courses in which the student is enrolled without penalty and the student's secondary school shall not be required to pay for those courses. If the Superintendent fails to issue a decision on the appeal within the required timeframe and the student is enrolled in a college, the college will allow the student to withdraw from all impermissible courses without penalty and, if the decision on the appeal is made after the institution's prescribed no-fault withdrawal date, the student's secondary school shall pay for those courses."

- Revise: Financial Responsibilities, Item #2, to read as follows:  
"2. If a student elects to enroll for the combination high school/college credit (Option B), the District is responsible for all costs associated with the eligible course at a public college/ university. Students participating in CCP under Option B at a private college may be charged tuition and/or fees unless they are economically disadvantaged."

**KKA-Recruiter in the Schools**

- Revise: Paragraph 1 to read as follows:  
"All recruiters, military, employment, charitable and educational, are treated uniformly in the conduct of on-campus student recruitment. Scheduling of recruiting visits to the District is announced to the student body in advance. The District provides at least two opportunities per school year for recruiters to present information in person to all students in grades nine through 12, individually or in a group setting."
- Add: Paragraph 5 to read as follows:  
"All recruiters are expected to abide by all applicable laws, local ordinances, Board policies and District and building regulations pertaining to public conduct on District property."
- Add: ORC 3313.471
- Delete: Note, "Written request may come through a district-prepared "Military Opt-Out Form."

Revisions acknowledged as presented.

**GCD-Professional Staff Hiring**

- Revise: Policy name changed from "Certified Staff Hiring" to "Professional Staff Hiring"
- Revise: Guidelines, Item 3 to read as follows:  
"Interviewing and selection procedures ensure that the administrator who is directly responsible for the work of a staff member has an opportunity to aid in the selection process. The final recommendation to the Board is made

Revisions acknowledged as presented.

<p><i>by the Superintendent or by another individual designated by the Board in the event that the Superintendent's nomination would create an unlawful interest in a public contract."</i></p> <ul style="list-style-type: none"> <li>• <b>Add:</b> Guidelines, Item 6 to read as follows: "All candidates for teaching positions must meet the Ohio Department of Education's standards of highly qualified teacher (HQT)."</li> <li>• <b>Revise:</b> Paragraph 4 to read as follows: "While the Board may accept or reject a nomination, an appointment is valid only if made with the recommendation of the Superintendent <u>or by another individual designated by the Board in the event that the Superintendent's nomination would create an unlawful interest in a public contract.</u> In the case of a rejection, it is the duty of the Superintendent to make another nomination."</li> <li>• <b>Delete:</b> LEGAL REFS.: <i>Fair Credit Reporting Act; 15 USC 1681 et seq.</i></li> </ul>	
<p><b>GCE-Part-time and Substitute Professional Staff Employment</b></p> <ul style="list-style-type: none"> <li>• <b>Revise:</b> Policy name changed from "Part-Time and Substitute Certified Staff Employment" to "Part-Time and Substitute Professional Staff Employment"</li> <li>• <b>Revise:</b> Replace all "certified personnel" with "professional personnel"</li> <li>• <b>Delete:</b> Paragraph 2, "provided by ESC"</li> <li>• <b>Delete:</b> LEGAL REFS.: <i>Fair Credit Reporting Act; 15 USC 1681 et seq.</i></li> </ul>	<p>Revisions acknowledged as presented.</p>
<p><b>GDC/GDCA/GDD – Support Staff Recruiting/Posting of Vacancies/Hiring</b></p> <ul style="list-style-type: none"> <li>• <b>Revise:</b> Policy name changed from "Classified Staff Recruiting/Posting of Vacancies/Hiring" to "Support Staff Recruiting/Posting of Vacancies/Hiring"</li> <li>• <b>Revise:</b> Replace all "classified staff" with "support staff"</li> <li>• <b>Delete:</b> LEGAL REFS.: <i>Fair Credit Reporting Act; 15 USC 1681 et seq.</i></li> </ul>	<p>Revisions acknowledged as presented.</p>
<p><b>GDE-Part-time, Temporary and Substitute Support Staff Employment</b></p> <ul style="list-style-type: none"> <li>• <b>Revise:</b> Policy name changed from "Part-time, Temporary and Substitute Classified Staff Employment" to "Part-time, Temporary and Substitute Support Staff Employment"</li> <li>• <b>Revise:</b> Replace all "classified staff" with "support staff"</li> <li>• <b>Delete:</b> LEGAL REFS.: <i>Fair Credit Reporting Act; 15 USC 1681 et seq.</i></li> </ul>	<p>Revisions acknowledged as presented.</p>
<p><b>GDI – Support Staff Assignments and Transfers</b></p> <ul style="list-style-type: none"> <li>• <b>Revise:</b> Policy name changed from "Classified Staff Assignments and Transfers" to "Support Staff Assignments and Transfers"</li> <li>• <b>Revise:</b> Replace all "classified staff" with "support staff"</li> <li>• <b>Add:</b> "<u>Assignments to Nonpublic Schools</u>" "Persons employed by the District and assigned to nonpublic schools are considered employees of the District in all respects. Such persons fulfill and meet all regulations as are required for any other support staff employees in the District. An employee may be reassigned to serve in any location, either in the public schools or nonpublic schools, as long as</li> </ul>	<p>Revisions acknowledged as presented.</p>

<p><i>the person is qualified to perform such duties."</i></p> <ul style="list-style-type: none"><li>• <u>Delete</u>: LEGAL REFS.: <i>Fair Credit Reporting Act; 15 USC 1681 et seq.</i></li></ul> <p><b>GDPD-Suspension, Demotion, and Termination of Support Staff Members</b></p> <ul style="list-style-type: none"><li>• <u>Revise</u>: Policy name changed from "<i>Suspension, Demotion and Termination of Classified Staff Members</i>" to "<i>Suspension, Demotion and Termination of Support Staff Members</i>"</li><li>• <u>Revise</u>: Replace all "<i>classified staff</i>" with "<i>support staff</i>"</li><li>• <u>Delete</u>: LEGAL REFS.: <i>Fair Credit Reporting Act; 15 USC 1681 et seq.</i></li></ul> <p><b>JEDA-Truancy</b></p> <ul style="list-style-type: none"><li>• <u>Add</u>: LEGAL REFS.: <i>OAC 3301-47-01</i></li></ul> <p><b>LEA-Student Teaching and Internships</b></p> <ul style="list-style-type: none"><li>• <u>Delete</u>: LEGAL REFS.: <i>Fair Credit Reporting Act; 15 USC 1681 et seq.</i></li></ul> <p>There being no further business, the meeting adjourned at 5:55 p.m.</p> <p>:WC</p>	<p>Revisions acknowledged as presented.</p> <p>Revisions acknowledged as presented.</p> <p>Revisions acknowledged as presented.</p>
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