**Reynoldsburg City Schools**

**Regular Board Meeting**

**Tuesday, March 19, 2019 5:30 p.m.**

**City Hall Council Chambers**

**1. Opening Items**

The Reynoldsburg City School District Board of Education met in regular session on March 19, 2019. The meeting was held at City Hall Council Chambers.

**1.01 Call to Order (p) REF: 3.19.19**

Board President Joe Begeny called the meeting to order.

**1.02 Roll Call (p) REF: 3.19.19**

The following Board members were present: Robert Barga, Joe Begeny, Debbie Dunlap, Jeni Quesenberry, Neal Whitman

**1.03 Pledge of Allegiance (p) REF: 3.19.19**

The Board recited the Pledge of Allegiance.

**2. Approval of Minutes**

**Motion to approve the February 19, 2019 Board of Education Meeting Minutes.**

Motion by Neal Whitman, second by Jeni Quesenberry

Final Resolution: Motion carries.

Yea: Robert Barga, Debbie Dunlap, Jeni Quesenberry, Neal Whitman, Joe Begeny

**2.01 Approval of the February 19, 2019 Regular Board Meeting Minutes (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the February 19, 2019 Regular Board Meeting Minutes.

**3. Approval of the Agenda**

**Motion to approve the March 19, 2019 Board of Education Meeting Agenda.**

Motion by Debbie Dunlap, second by Jeni Quesenberry

Final Resolution: Motion carries.

Yea: Robert Barga, Debbie Dunlap, Jeni Quesenberry, Neal Whitman, Joe Begeny

**3.01 Approval of the March 19, 2019 Board of Education Meeting Agenda (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the March 19, 2019 Board Meeting Agenda.

**4. Executive Session**

**Motion to enter into Executive Session.**

Motion by Robert Barga, second by Neal Whitman

Final Resolution: Motion carries.

Yea: Robert Barga, Debbie Dunlap, Jeni Quesenberry, Neal Whitman, Joe Begeny

**4.01 Executive Session Item E (a) REF: 3.19.19**

Item E-Matters required to be kept confidential by federal law or rules or state statutes.

The Board entered into Executive Session at 5:32 p.m.

The Board returned to Regular Session at 6:49 p.m. with the following members present: Robert Barga, Debbie Dunlap, Jeni Quesenberry, Neal Whitman, Joe Begeny

**4.02 Pledge of Allegiance (p) REF: 3.19.19**

After the Board returned from Executive Session Abigail Sorenson and Mohamed Abdulkarim, Herbert Mills STEM Elementary students, led the Pledge.

**5. Items from the Board**

**5.01 Board Members spoke on the following topics: REF: 3.19.19**

Note: Below is a brief highlight of items that Board members spoke about. The podcast on the District website contains the full recording of the Board meeting.

Robert Barga:

* Enjoyed reading with Rose Hill Elementary students

Debbie Dunlap:

* Requested a moment of silence in memory of John Ritchey, Columbus firefighter and Reynoldsburg City Schools graduate, who recently passed away after his battle with cancer
* Congratulated Eastland Career Center Culinary Arts Academy for being named one of the top 50 culinary and hospitality programs in the country
* Eastland Fairfield Performing Arts students will be presenting Godspell at Livingston Campus on March 28, 29,30 and 31
* Attended the Superintendent’s State of the School address
* Attended many school events throughout the District

Neal Whitman:

* Attended the Ted X Event at Hannah Ashton Middle School
* Looking forward to seeing the movie “Angst” on March 20, 2019
* Wished Team 4085 good luck on their first robotics competition of the year
* Asked the Board to consider the following resolution:

***PROPOSED RESOLUTION TO REPEAL OHIO’S SCHOOL TAKEOVER LAW***

*WHEREAS after months of covert meetings led by the Ohio Department of Education at the behest of the governor, Ohio’s 131st General Assembly swiftly enacted a school takeover bill in 2015, and the governor signed HB 70 into law, a plan to take over public school districts with low test scores and replace them with charter schools; and*

*WHEREAS Ohio’s citizens have never agreed to any initiative to give the state authority to take over struggling public school districts; and*

*WHEREAS House Bill 70 may have bypassed Article VI Section 3 of the Ohio Constitution, stating that “Provision shall be made by law for the organization, administration and control of the public school system of the state supported by public funds: provided, that each school district embraced wholly or in part within any city shall have the power by referendum vote to determine for itself the number of members and the organization of the district board of education, and provision shall be made by law for the exercise of this power by such school districts;” and*

*WHEREAS an elected school board provides a democratic voice for parents and community members to influence decision-making regarding public education; and*

*WHEREAS school takeovers eliminate local democratic control when struggling districts are placed under state takeover; and*

*WHEREAS efforts to change the governance of public schools will not result in the infusion of needed resources and will shift responsibility for providing a sound public education away from the state and towards financially struggling parents; and*

*WHEREAS school takeover policies in other states have failed to raise student achievement and have created disruptions for students, parents, and community members; and*

*WHEREAS high-quality opportunities for all students require additional resources, including better access to health and social services, early childhood education, and academic enrichment programs, which are the cornerstone of improved outcomes for Ohio’s children;*

*THEREFORE BE IT RESOLVED that the Reynoldsburg City Schools Board of Education supports the complete and immediate repeal of HB 70, as well as replacement of the policy with an evidence-based turnaround model that restores local control and improves student outcomes.*

Jeni Quesenberry:

* Attended many school activities throughout the District
* Congratulated Joe Sorenson and Michelle Jago for winning the George Meaning Award for their work with Student Council and their contribution to community service
* Attended the Ohio School Boards Association spring conference

Joe Begeny:

* Congratulated the girls and boys basketball teams
* Attended many school events throughout the District
* Wished the robotics team good luck
* Attended a legislative lunch and presentation regarding a bill being presented by Representative Cupp and Representative Patterson regarding school funding

**5.02 Committee Reports (i) REF: 3.19.19** (see committee minutes at the end of the BOE meeting minutes)

* Buildings and Grounds Committee
* Policy Committee

**6. Items from the Superintendent**

**6.01 The Superintendent spoke on the following topics (i) REF: 3.19.19**

* Attended the first meeting of the consulting board for the Reynoldsburg YMCA
* Will attend the first meeting to discuss the formation of an education foundation
* Mr. Brown recognized the following:
	+ Student Council for the Youth Service Award given by the Central Ohio Labor Council
	+ Four High School students each received a $1,000 scholarship from Reynoldsburg High School Alumnus Roosevelt Nix
* Our athletes have just concluded a great winter sports season:
	+ Girls basketball-regional runners up
	+ Boys basketball-district runners up
	+ Bowling team-qualified for regionals
	+ Swimming-two swimmers qualified for State
	+ Indoor Track-state team runners up and state champs in three events
	+ Wrestling-nine wrestlers qualified for regionals
* Recognized shop manager Jon Duda for receiving the School Bus Mechanic of the year award for 2019 from The Ohio Association for Pupil Transportation

**7. Recognition of Visitors**

**7.01 Visitors that requested to address the Board may do so at this time. REF: 3.19.19**

No visitors addressed the Board.

**8. Finance**

**Motion to approve the Finance Section of the Agenda.**

Motion by Debbie Dunlap, second by Jeni Quesenberry

Final Resolution: Motion carries.

Yea: Robert Barga, Debbie Dunlap, Jeni Quesenberry, Neal Whitman, Joe Begeny

**8.01 Financial Statements (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the February 28, 2019 Financial Statements.

**8.02 Appropriation Modifications (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the attached appropriation modifications in the amount of $8,000.00.

**8.03 Purpose Statements (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the attached purpose statements.

| **Fund** | **SPCC** | **School** | **Group** |
| --- | --- | --- | --- |
| 200 | 9143 | Reynoldsburg High School | Yearbook |
| 300 | 9220 | STEM Middle at Baldwin Rd | PBIS |
| 300 | 9240 | Reynoldsburg High School | Youth & Government |

**8.04 Donations (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the following donations.

|  |  |  |  |
| --- | --- | --- | --- |
| **School/Group** | **Amount/Value** | **Donor** | **Purpose** |
| Rose Hill Elementary School | $45.00 value | Jeni Quesenberry | Books for Read Across America Program |
| Livingston High School | $30.00 gift card | Walmart | Gift Card will be used to purchase items as student incentives |
| Rose Hill Elementary School | 400 Bags of Food | Alpha Gamma Delta | Groceries for students and their families |
| Waggoner Road Junior High | $183.00 | Waggoner Road PTO | Student and Staff Incentives |
| District | $34.97 Gift Card and Barbeque Sauce | City Barbeque | Donation to incentivize attendance at the documentary screening of "Angst: Raising Awareness Around Anxiety". |
| District | $35.00 in Gift Cards | Cracker Barrel | Donation to incentivize attendance at the documentary screening of "Angst: Raising Awareness Around Anxiety". |
| District | $25.00 Gift Card | Flowerama | Donation to incentivize attendance at the documentary screening of "Angst: Raising Awareness Around Anxiety". |
| District | $50.00 in Gift Cards | La Fogata Grill Authentica Mexicana | Donation to incentivize attendance at the documentary screening of "Angst: Raising Awareness Around Anxiety". |
| District | $25.00 Gift Card | Vick's Gourmet Pizza | Donation to incentivize attendance at the documentary screening of "Angst: Raising Awareness Around Anxiety". |
| Robotics Program | $4,000.00 | TS Tech | Donation to Robotics Team  |

**8.05 Resolution Accepting the Tax Amounts and Rates as Determined by the Franklin County Budget Commission (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the resolution accepting the tax amounts and rates as determined by the Franklin County Budget Commission for tax year 2019, collection year 2020.

**9. Personnel**

**Motion to approve the Personnel Section of the Agenda.**

Motion by Debbie Dunlap, second by Robert Barga

Final Resolution: Motion carries.

Yea: Robert Barga, Debbie Dunlap, Jeni Quesenberry, Neal Whitman, Joe Begeny

**9.01 Administrative Staff (a) REF: 3.19.19**

**STUDENT IMPROVEMENT INCENTIVE AWARD (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following Student Improvement Incentive Awards:

|  |  |  |
| --- | --- | --- |
| **Name** | **Building** | **Amount** |
| Nicole Carter | Encore | $4000.00 |
| Scott Bennett | eSTEM | $4000.00 |
| Lisa Floyd-Jefferson | eSTEM | $4000.00 |
| Dawn McCloud | HS2 | $4000.00 |
| Mary Ellen Weeks | HMSE | $3000.00 |
| Micca Conley | SRES | $3000.00 |
| Jamie Johnson | TRES | $3000.00 |
| Breen Slauter | WRJH | $2000.00 |
| Ben Harlan | WRJH | $2000.00 |
| Nyesha Clayton | WRJH | $2000.00 |
| Katie Snyder | WRMS | $2000.00 |
| Chris Brooks | WRMS | $2000.00 |

**9.02 Certified Staff (a) REF: 3.19.19**

**RESIGNATIONS (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the resignations of the following:

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Building** | **Assignment** | **Effective Date** |
| Bridget Wilson | WRJH | ELA Teacher | 02.18.2019 |
| Amber Bancroft | WRMS | 6th Grade ELA Teacher | 05.24.2019 |

**RETIREMENT (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the retirement of the following:

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Building** | **Assignment** | **Effective Date** |
| Mary Ann Burns | eSTEM | ESL Teacher | 05.24.2019 |

**EMPLOYMENT - TRANSFERS (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to accept the following employment transfers:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Name** | **From Building** | **To Building** | **From Assignment** | **To Assignment** | **Effective Date** | **Replacing** | **Fund** |
|  Laura Fischer  | BELL | 9X | English Teacher | English Teacher |  08.01.2019  | New |  General  |
| John Downing | BELL | 9X | Social Studies Teacher | Social Studies Teacher | 08.01.2019 | New |  General  |
| Cassidy Calkins | BELL | 9X | Science Teacher | Science Teacher | 08.01.2019 | New |  General  |
| William Crane | Encore | 9X | Social Studies Teacher | Social Studies Teacher | 08.01.2019 | New |  General  |
| Alissa Scowden | Encore | 9X | English Teacher | English Teacher | 08.01.2019 | New |  General  |
| Sheryl Sommers | Encore | 9X | English Teacher | English Teacher | 08.01.2019 | New |  General  |
| Alexandra Smith | Encore | 9X | Math Teacher | Math Teacher | 08.01.2019 | New |  General  |
| Nadine Phillips | Encore | 9X | Science Teacher | Science Teacher | 08.01.2019 | New |  General  |
| Emma Best | Encore | 9X | Intervention Specialist | Intervention Specialist | 08.01.2019 | New |  General  |
| Rebecca Head | eSTEM | 9X | Social Studies Teacher | Social Studies Teacher | 08.01.2019 | New |  General  |
| Casie Weems | HAMS | 9X | Social Studies Teacher | Social Studies Teacher | 08.01.2019 | New | General |
| Shane Whitacre | HS2 | 9X | Math Teacher | Math Teacher | 08.01.2019 | New |  General  |
| Patrick Watts | HS2 | 9X | Social Studies Teacher | Social Studies Teacher | 08.01.2019 | New | General |
| Shelly Bloom | WRJH | 9X | Math Teacher | Math Teacher | 08.01.2019 | New | General |
| Akeyla Ragland | WRJH | 9X | ESL Teacher | ESL Teacher | 08.01.2019 | New | General |
| Andrea Reynolds | WRJH | 9X | Intervention Specialist | Intervention Specialist | 08.01.2019 | New | General |
| Katie Demchak | WRJH | 9X | Math Teacher | Math Teacher  | 08.01.2019 | New | General |
| Kira Miller | WRMS | 9X | Math Teacher | Math Teacher | 08.01.2019 | New | General |

**MATERNITY/PATERNITY LEAVE (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the maternity/paternity leave of the following:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Name** | **Building** | **EDC** | **Option** | **RTW** |
| Amanda Mucci | FRES | 05.13.2019 | D.3c | 08.14.2019 |

**PAYMENT FOR OTHER SERVICES (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following for payment as indicated:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Name** | **Building** | **Service Rendered** | **Rate of Pay** | **Fund** | **Effective Date** |
| All 9X Certified Teachers | 9X | 9X After School Design Team | $20.00 / hr | 572.2218.113.9119.000000.000.00.001 | 2nd Semester 18/19 SY |

**9.03 Classified Staff (a) REF: 3.19.19**

**RESIGNATIONS (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the resignations of the following:

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Building** | **Assignment** | **Effective Date** |
| Asia Jordan | Bus Garage | Bus Driver | 03.01.2019 |
| Mariama Gassama | SMBR | Paraprofessional | 03.08.2019 |

**EMPLOYMENT (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to accept the following employment:

| **Name** | **Building** | **Assignment** | **FTE** | **Level** | **Salary** | **Replacing** | **Effective Date** | **Fund** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Janetta Williams  | Bus Garage  | Full Time Bus Driver | 1.0 | 0 | $18.47/hr | Brandi Suttle | 02.22.2019 | District |
| Eric Smith | HS2 | Paraprofessional | .81 | 4 | $15.64/hr | Christina Wiehe | 02.26.2019 | District |
| Christine Eberts | FRES | Health Aide  | .5 | 0 | $14.33/hr | New | 02.25.2019 | District |

**LEAVE OF ABSENCE - UNPAID DISABILITY (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the unpaid disability leave for Richard Rehm, custodian at Summit Road Elementary from April 8, 2019 through April 8, 2020.

**PAYMENT FOR OTHER SERVICES (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following for payment as indicated:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Name** | **Building** | **Service Rendered** | **Rate of Pay** | **Fund** | **Effective Date** |
| All Cooks | District | Summer Food Program | $10.50 / hr | 006.3120.143.0011 | 06.03.2019 - 08.02.2019 |

**EMPLOYMENT - CLASSIFIED SUBSTITUTES (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the employment of the following:

**Substitute/Supplemental Cooks - $10.26**

* Tiffany Overley
* Deborah Bennet

**9.04 Supplemental Staff (a) REF: 3.19.19**

**SUPPLEMENTAL CONTRACTS (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following supplemental contracts for employment:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Name** | **Position** | **Salary** | **Effective Date** | **Fund** |
| Robert Benjamin | Head Baseball | $5,000 | 02.20.2019 | Athletics |
| Danzel Moore | Assistant Track Coach | $2,500 | 03.05.2019 | Athletics |

**10. Curriculum & Programs**

**Motion to approve the Curriculum & Programs Section of the Agenda.**

Motion by Jeni Quesenberry, second by Debbie Dunlap

Final Resolution: Motion carries.

Yea: Robert Barga, Debbie Dunlap, Jeni Quesenberry, Neal Whitman, Joe Begeny

**10.01 Summer School 2019 (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the 2019 summer school programs.

**10.02 Kids Read Now (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the service agreement with Kids Read Now, Inc. to deliver its summer reading program to district students the summer of 2019 for $39,000.00.

**11. Policies**

**Motion to approve 11.02 2020-2021 School Calendar (a) REF: 3.19.19**

Motion by Robert Barga, second by Neal Whitman

Final Resolution: Motion carries.

Yea: Robert Barga, Debbie Dunlap, Jeni Quesenberry, Neal Whitman, Joe Begeny

**11.01 2020-2021 School Calendar (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the 2020-2021 school calendar.

**11.02 District Policy Manual (d) REF: 3.19.19**

The revised district Policy Manual was on the agenda for discussion.

**12. Business & Operations**

**Motion to approve the Business & Operations Section of the Agenda.**

Motion by Neal Whitman, second by Debbie Dunlap

Final Resolution: Motion carries.

Yea: Robert Barga, Debbie Dunlap, Jeni Quesenberry, Neal Whitman, Joe Begeny

**12.01 Completion of the HVAC & LED Renovation (p) REF: 3.19.19**

Chris Reed, Director of Operations & Services presented an overview of the HVAC & LED renovations.

**12.02 Approval of the HVAC Preventative Maintenance Plan from Dynamix, Ltd. (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the HVAC preventative maintenance proposal from Dynamix, Ltd. effective April 1, 2019.

**12.03 Approval of the Contract with Summit Construction for Renovations at Reynoldsburg High School Livingston Campus (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the contract with Summit Construction for $1,597,059 for the renovations of Reynoldsburg High School Livingston Campus.

**12.04 Surplus Items (a) REF: 3.19.19**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, that the items on the attachments be declared surplus and disposed of or sold for a minimal value.

**13. Executive Session**

**Motion to enter into Executive Session.**

Motion by Neal Whitman, second by Robert Barga

Final Resolution: Motion carries.

Yea: Robert Barga, Debbie Dunlap, Jeni Quesenberry, Neal Whitman, Joe Begeny

**13.01 Executive Session-Items A-2, A-7 (a) REF: 3.19.19**

Items:

A-2 Employment

A-7 Compensation

The Board entered into Executive Session at 8:17 p.m.

The Board returned to Regular Session at 8:38 p.m. with the following members present: Robert Barga, Debbie Dunlap, Jeni Quesenberry, Neal Whitman, Joe Begeny

**14. Adjournment**

**Motion to adjourn.**

Motion by Neal Whitman, second by Jeni Quesenberry

Final Resolution: Motion carries.

Yea: Robert Barga, Debbie Dunlap, Jeni Quesenberry, Neal Whitman, Joe Begeny

**14.01 Motion to Adjourn (a) REF: 3.19.19**

The meeting was adjourned.

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 President

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 Treasurer

Buildings & Grounds Meeting-February 26, 2019

* 1630 HVAC PM Discussion
	+ Comparison between proposals from
		- ABM
		- Dynamix
	+ The five year cost of the Dynamix proposal is $428,534 less than the ABM proposal
	+ I formally recommended to the two Board members to accept the Gold PM Proposal from Dynamix (at end of meeting)
* 1700 HVAC Update – Dynamix Ltd.
	+ PM Question/Answer
	+ Dynamix explained how they figure guaranteed savings and how they achieve this goal
		- Compare energy usage to baseline year usage
		- The goal is to have an overall energy cost of $1.15 per sqft
* 1800 9X Impact Overview
	+ Colors Selection for Wall Paint
		- Three colors selected by 9X Impact students and parents via online vote
		-   
		- Two colors selected by Buildings & Grounds Committee (includes Raider Purple)
		-  
* 1830 Naming/Dedicating Band Room
	+ Jason Gibson would like to name the band room in honor of Dan Nawrocki
	+ Will work to get a policy/procedure in place for these types of requests
* Additional Items for the Board Members
	+ Bus garage roof
	+ Livingston Band Tower
	+ Livingston Renovation Schedule
	+ Follow-Up on Rosehill Walking Path – Who is responsible for clearing?
	+ School Zone flashing lights at Livingston – Check with city (Bill Sampson)

Policy Committee Meeting—March 18, 2019

1. Control of Bed Bugs Policy
	1. Need policy and protocol in order to handle properly and discreetly
	2. Policy is designed to be sensitive to the student yet safe for the school and other children
2. Student Expulsion Policy
	1. No changes to the policy itself
	2. Looking to streamline the process and make it more timely
	3. Through discussion with Bricker and Eckler, understand that we are one of the only districts – if not the only handled by B&E – to bring expulsions before the entire BOE
	4. JCE states that “A student or a student’s parents may appeal the expulsion by the Superintendent to the Board or its designee…”
	5. So, in an effort to streamline the process and make it more timely (i.e. not requiring it happen during a scheduled BOE session), looking to use designees instead – two BOE members, possibly on a rotating basis.
	6. This would not be implemented until the 2019-2020 school year
3. Entrance Age Policy
	1. There has been some interest in changing the entrance date for Kindergarten from Sept. 30 to August 1
	2. Policy reads now that each child who is “five years of age on or before September 30 shall be eligible to enroll…”
	3. This would NOT go into effect in the 2019-2020 school year if approved
4. School Dress Code
	1. Several board members previously asked that the dress code be discussed
	2. Current ability to fully implement the “letter” of the policy has proven problematic
	3. Revisions set to be discussed again at Policy Committee and then for discussion with the Board in May