



**UPPER
ARLINGTON
SCHOOLS**

Recovery UA7 <recoveryua7@uaschools.org>

Re: SRO Resolution

9 messages

Nidhi Satiani <nsatiani@uaschools.org>

Mon, Aug 7, 2023 at 11:14 AM

To: Darren Shulman <dshulman@uaoh.net>, Robert Hunt <rhunt@uaschools.org>

Cc: Joseph Roush <jroush@uaoh.net>

Appreciate the quick response! I apologize for not knowing a lot of detail on this topic. Again, I didn't realize I needed to make a decision on this tomorrow until yesterday. So, I'm trying to get caught up as quickly as possible. Below are the questions I have. Let me know who to discuss these with and whether phone or email is best to continue. I have added Dr. Hunt since I have asked him for a call on this later today or tomorrow to review what I learn from you.

The general gist of my concerns with this resolution are around language and about the impact of the program.

Language Questions - I want to make this potential experience as educational as possible for our students. Also, the way this resolution is currently worded makes it sound like we have some kind of rampant delinquency problem. As far as I know, that is not the case. The changes I am suggesting are to better align it with the degree of problem we actually have and because I know the Juvenile Justice system has made significant semantic changes over the last few years to shift the culture from punitive to rehabilitative to help reduce the school to prison pipeline. Please let me know if there are concerns with the following language changes:

- change the first whereas from "assisting high school students deal with potential problems." to "providing high school students with an understanding of the consequences of criminal behavior, and helping them learn to cope with life in a more appropriate manner." (this suggested language is directly from the [goals of the UA Juvenile Criminal Diversion Program](#))
- change every instance of "probation officer" to "diversion officer" since all the work that will be done under this agreement is about diversion and not probation.

Program Impact Questions

- is there some kind of annual report we get about the services that were provided in the previous year? How many unique students were served? How many services were provided? Do you have thoughts on adding that type of report to this resolution? For example, add a "6. Diversion Officer will provide an annual report to the Superintendent to include the number of students served and services provided."
- Can you share more about the "Parents may be assessed a fee for services provided."? Are these fees different than they would be otherwise because the meetings happen at the high school? I am worried this fee is creating some kind of discrepant barrier for those who may not be able to afford it. How much is it and how many parents were assessed this fee and how much was assessed in the last year? What criteria are used to determine if parents will be assessed a fee or not? Is that fee necessary? If so, can that criteria be added to number 4? For example, "Parents may be assessed a fee for services provided if ___ (criteria)."

Thank you!

Nidhi

On Mon, Aug 7, 2023 at 10:09 AM Darren Shulman <dshulman@uaoh.net> wrote:

Nidhi,

Not a problem. This agreement predates my time here (I think it began around 2013) and since it seems to have been working, I haven't tinkered with it. I think the general thrust is, Joe runs our juvenile diversion program (among other things). The agreement allows him to go to the school to meet with clients/students for diversion, mediation, etc. instead of making the kids come to our offices which is tough for them schedule wise during the school year. Basically, all the school does is give him a spot where he can meet with students during the school year. I believe current practice is for him to go on Fridays over the lunch period. We do this as a service to the school district, but if there's an issue, we certainly can go without the agreement – the students would just have to come to our office during business hours for their meetings/mediation/check ins etc.

Joe Roush is 10000% more knowledgeable about the program, so depending on your question, I may have to route it to him for assistance.

DARREN SHULMAN

City Attorney | City Attorney's Office
The City of Upper Arlington
3600 Tremont Road, Upper Arlington, OH 43221
o: 614-583-5020
e: dshulman@uaoh.net | upperarlingtonoh.gov



From: Nidhi Satiani <nsatiani@uaschools.org>
Sent: Monday, August 7, 2023 9:52 AM
To: Darren Shulman <dshulman@uaoh.net>
Subject: SRO Resolution

Hi Darren,

We were given a copy of a resolution re: an MOU with the city (attached) in our agenda for tomorrow's meeting. I didn't realize we would be voting on this tomorrow before this past weekend. So, I apologize for the last minute request. But, I am hoping for a 15-20 minute call sometime today (preferred) or early tomorrow morning. I have a few questions regarding verbiage and district/city division of expectations. Please let me know if this is an option. My cell is [REDACTED]. Please feel free to reply by text, if that's easier.

Thank you!

Nidhi

--

Nidhi Satiani (she | her)
Board of Education
nsatiani@uaschools.org
614.487.5030

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Darren Shulman <dshulman@uaoh.net>
To: Nidhi Satiani <nsatiani@uaschools.org>, Robert Hunt <rhunt@uaschools.org>
Cc: Joseph Roush <jroush@uaoh.net>

Mon, Aug 7, 2023 at 4:11 PM

Nidhi,

Thank you for sending these. I'd be happy discuss potential changes to address your concerns, but I don't think we'll be able to get that done by your meeting.

One thing that may help a lot of your questions is clarifying what the diversion program is. This is a City program in which juveniles who commit crimes and/or traffic offenses for the first time are given the opportunity to go through our program instead of having charges filed in the juvenile court system. As I was writing this, we got an email from a Libby Hall concerned that this agreement would add a probation officer to UAHS. This is not the case. What the agreement does is provide space for our employee to meet with clients who are already in our programs at school instead of making them come to our office. If there is no agreement, we'll still offer these children diversion, they'll just have to come to the probation office.

To give you some conception of volume, we currently have 15 active criminal and 14 active traffic cases. This does not include clients that have successfully completed diversion and therefore had their cases closed.

Here are some initial thoughts/responses to your questions/suggestions:

- Making experience educational as possible: By its nature, diversion is a process that uses education to help prevent first time offenders from committing future criminal acts. Tools include classes, victim's impact panels, community service, letters of apology, essay writing, and community service.
- First whereas suggestion: I think where the collaboration comes in is actually less about the diversion (because it is a City program) and more about Joe being available to help with mediation, speak to students, and help intervene in situations before something happens. This is why my first instinct is to avoid limiting the scope of our agreement to quoting the diversion program goals. I think "deal with potential problems" captures more of what Joe is available to provide.
- Probation officer to Diversion officer: I'll have to check with Joe's position description. I don't think his title technically is a diversion officer so I don't think I can reference that, though I could see changing "Probation Officer" to "Criminal Justice Program Administrator" since I know that is included in his position description.

- Annual report: We have not provided an annual report because the diversion is a City program as opposed to us being contracted to provide a service for the schools. By way of analogy, when the City gives a grant or contracts with someone, we require reporting. We don't typically require reports when we enter MOUs with other governmental entities to work together on something. If the Superintendent or School Board wants numbers on diversion, I could check with Joe to see how hard that would be to compile. I don't think we track the other things referenced (mediation, speaking with students), but those all come at the request of the school so perhaps the school keeps a log of those.
- Fee for services: We do not charge any fees arising from services provided at the school. However, we do charge fees to participate in our programs (\$100 for criminal offense diversion, \$225 for traffic offense diversion). Our diversion fees are set by ordinance and are calibrated based on the fine for offenses. The fee is exactly the same whether the meetings happen at school or in our office. Put another way, if we don't have an agreement for space with the schools, there would be no change in the program fees. The only difference the clients would notice is the inconvenience of having to come to the probation office at the MSC versus checking in at the high school office.

I hope this helps. As I mentioned, I'm not opposed to tweaking the language, but I have some concerns we may not be able to hammer this out before the school year starts. I know Joe already has some appointments lined up and those would be at risk if there's a delay in getting this passed.

[Quoted text hidden]

Nidhi Satiani <nsatiani@uaschools.org>
 To: Darren Shulman <dshulman@uaoh.net>
 Cc: Robert Hunt <rhunt@uaschools.org>, Joseph Roush <jroush@uaoh.net>

Mon, Aug 7, 2023 at 10:56 PM

Thank you for this detailed reply, Darren. This type of information is certainly helpful to have when considering this resolution. Bob, if you feel it is appropriate to do, please feel free to share these details with my fellow board members in your presentation tomorrow.

Joe, it sounds like your program and the additional consultation you provide our high school teachers and staff are very helpful to all involved. I deeply appreciate your role in this important work. Thank you!

Darren/Joe, I spoke with Dr. Hunt earlier this evening and still have a couple questions that he was unable to answer - which is what I would expect given his newness in our community and was the reason why I initiated this conversation with you!

1. If we do not approve the resolution tomorrow, why would Joe need to move appointments that are already scheduled to the MSC? It looks like I accidentally attached last year's MOU to my initial email. This year's resolution is the exact same as last year's with a simple change in the "creation date." Regardless of that, there is no timeline/expiration indicated in last year's or this year's resolution. So, it does not appear last year's resolution would necessarily "expire" if we do not resign it tomorrow. Can you help me understand why we have to sign this resolution tomorrow to continue with the services that are already being provided and do not have an explicit expiration date?

If we must sign this resolution tomorrow, I have a few other questions:

1. I still feel "deal with potential problems" is unnecessarily vague (we obviously would not expect Joe to get involved in problems like broken toes or car trouble) but understand the need to include services beyond goals of the diversion program. Is there specific language that you, Darren or Joe, feel is more representative of the work that is done? Perhaps something like "providing services to high school students as aligned with city personnel's training, like diversion, mediation and de-escalation."?

2. I appreciate your willingness to consider a different title and your agreement that tweaking words can be impactful. How would you feel about changing the second Whereas to state "Joe Roush is a police officer who serves the City as the Criminal Justice Administrator and in that role administers the diversion programs for adults and juveniles."? While Joe may also be the probation officer, it is my understanding that no probation officer work is being done as a part of this MOU. We would then change "Probation Officer" in the third whereas to say "...collaborative partnership for the Upper Arlington Criminal Justice Administrator ("Program Administrator") to work on site..." This would then change the "Probation Officer" in statements 1, 2, and 3 to "Program Administrator."

3. I think we can hold off on any requests for diversion numbers. Thank you for explaining when you do and do not provide annual reports. I know our new DEI partnership will be looking into a lot of data already. I'm sure if they would find diversion statistics meaningful to their work, we can find a way to get it for them.

4. Can we provide more clarity around the fees? The way it is currently written easily leads one to believe the fees are there because the service is being offered in the high school. How do you feel about "As dictated by city ordinance [XX - ordinance number] and calibrated based on the fine for offenses, the City may assess parents a fee for services provided."?

Thanks again for your willingness to discuss this on such short notice. If a phone call would be helpful, I am available tomorrow (Tuesday) between 8:30 and 9:15a or again between 3:30 and 5p.

Nidhi

[Quoted text hidden]

Darren Shulman <dshulman@uaoh.net>

Tue, Aug 8, 2023 at 11:02 AM

To: Nidhi Satiani <nsatiani@uaschools.org>

Cc: Robert Hunt <rhunt@uaschools.org>, Joseph Roush <jroush@uaoh.net>

Nidhi,

I'm in between interviews today, but here is my best attempt at a quick response to get you answers. Sorry for the short nature of the responses - I only have a few minutes to get them out.

1. If we do not approve the resolution tomorrow, why would Joe need to move appointments that are already scheduled to the MSC? It looks like I accidentally attached last year's MOU to my initial email. This year's resolution is the exact same as last year's with a simple change in the "creation date." Regardless of that, there is no timeline/expiration indicated in last year's or this year's resolution. So, it does not appear last year's resolution would necessarily "expire" if we do not resign it tomorrow. Can you help me understand why we have to sign this resolution tomorrow to continue with the services that are already being provided and do not have an explicit expiration date?

Answer: I think the pattern has been we do one for each school year, but if the school is comfortable operating under the last agreement, that's fine with us.

If we must sign this resolution tomorrow, I have a few other questions:

1. I still feel "deal with potential problems" is unnecessarily vague (we obviously would not expect Joe to get involved in problems like broken toes or car trouble) but understand the need to include services beyond goals of the diversion program. Is there specific language that you, Darren or Joe, feel is more representative of the work that is done? Perhaps something like "providing services to high school students as aligned with city personnel's training, like diversion, mediation and de-escalation."?

Answer: Always open to discussing ways to improve things. Given the timing, I'd suggest exploring those for next year's document so we can do it thoughtfully.

2. I appreciate your willingness to consider a different title and your agreement that tweaking words can be impactful. How would you feel about changing the second Whereas to state "Joe Roush is a police officer who serves the City as the Criminal Justice Administrator and in that role administers the diversion programs for adults and juveniles."? While Joe may also be the probation officer, it is my understanding that no probation officer work is being done as a part of this MOU. We would then change "Probation Officer" in the third whereas to say "...collaborative partnership for the Upper Arlington Criminal Justice Administrator ("Program Administrator") to work on site..." This would then change the "Probation Officer" in statements 1, 2, and 3 to "Program Administrator."

Answer: Joe actually isn't a police officer and is not affiliated with the police department. He is a civilian who works out of the legal department.

3. I think we can hold off on any requests for diversion numbers. Thank you for explaining when you do and do not provide annual reports. I know our new DEI partnership will be looking into a lot of data already. I'm

sure if they would find diversion statistics meaningful to their work, we can find a way to get it for them.

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Answer: This is another one that probably could be tweaked for a future version of the agreement given the timing. If it helps, I believe the current agreement has been in place for years and we've gotten no negative feedback or had any issues on that term.

Thanks again for your willingness to discuss this on such short notice. If a phone call would be helpful, I am available tomorrow (Tuesday) between 8:30 and 9:15a or again between 3:30 and 5p.

I'm in and out of interviews all day, but if you'd like to chat, I would probably be available near the end of your second window.

Nidhi


On Mon, Aug 7, 2023 at 4:12 PM Darren Shulman <dshulman@uaoh.net> wrote:

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DARREN SHULMAN

City Attorney | City Attorney’s Office
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3600 Tremont Road, Upper Arlington, OH 43221
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e: dshulman@uaoh.net | upperarlingtonoh.gov
<image001.png>

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Nidhi

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DARREN SHULMAN

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From: Nidhi Satiani <nsatiani@uaschools.org>
Sent: Monday, August 7, 2023 9:52 AM
To: Darren Shulman <dshulman@uaoh.net>
Subject: SRO Resolution

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Thank you!

Nidhi

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<image002.jpg>

Nidhi Satiani (she her) Board of Education nsatiani@uaschools.org 614.487.5030

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2 attachments



image002.jpg
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Nidhi Satiani <nsatiani@uaschools.org>
To: Darren Shulman <dshulman@uaoh.net>
Cc: Robert Hunt <rhunt@uaschools.org>, Joseph Roush <jroush@uaoh.net>

Tue, Aug 8, 2023 at 3:40 PM

Thanks Darren - no need for a call today. I'll connect with Bob and confirm what, if anything, needs to be changed to go forward.

[Quoted text hidden]

Nidhi Satiani <nsatiani@uaschools.org>
To: Robert Hunt <rhunt@uaschools.org>

Tue, Aug 8, 2023 at 3:44 PM

Hi Bob,
Given the lack of urgency in passing this resolution tonight, I'd like us to consider tonight a "first read" and not vote on this resolution until next month or the one after - depending on how much time we think it will take to create a version that has been brought up to 2023 standards. Please text me if you think we need to discuss this. I won't be able to check email again until after our meeting.

Thanks,
Nidhi

[Quoted text hidden]

Nidhi Satiani <nsatiani@uaschools.org>
To: Darren Shulman <dshulman@uaoh.net>
Cc: Joseph Roush <jroush@uaoh.net>, Robert Hunt <rhunt@uaschools.org>

Tue, Aug 8, 2023 at 11:55 PM

Hi Darren,
Thanks again for being so available to help me understand our program and to bounce ideas off of. I really appreciate it and apologize for the last minute scramble. I am also really hopeful that as our new administration finds a work rhythm, I won't have to reach out to you for last minute conversations any more!

Bob, Darren was instrumental in helping me understand our bathroom variance. It allowed me to craft the resolution amendments I proposed in June.

Darren and Joe, tonight our board voted to table the vote on the MOU with the understanding that services would continue uninterrupted at the high school under last year's resolution. One of our board members did ask for the next iteration of this MOU to be brought to our next meeting (Sept 12). Bob was fantastic in saying we cannot dictate the speed at which your office will work.

I feel confident that you three understand my concerns on the current MOU. I also feel my continued involvement in the details of the next iteration would be beyond my scope of work. If you all want to take it from here, I am fine with that. There are other members of our community who are much better equipped to help in drafting the next version, like Libby Hall. She has spent her entire professional career as a public defender in the juvenile system. She has also been involved in creating diversion programs. If you want me to stay involved, I can do that. But, I would be leaning heavily on Libby for input. As she has already reached out to all of you, I don't think I need to make an introductory call. But, let me know if you would like that.

Let me know if you need anything. Otherwise, I look forward to hearing what timeline is reasonable for you and seeing a draft that creates a more supportive culture for our students!

With gratitude,
Nidhi

[Quoted text hidden]

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Nidhi Satiani (she | her)
Board of Education
nsatiani@uaschools.org
614.487.5030

[Quoted text hidden]

Robert Hunt <rhunt@uaschools.org>
To: Nidhi Satiani <nsatiani@uaschools.org>

Wed, Aug 9, 2023 at 9:44 AM

Nidhi,

My intention was to talk to Lori this morning on what / who should communicate to the city on the result of last night. I will include that communication in my weekly. I am not clear how I could / should have handled this differently. The memorandum was sent from the city to the treasurer. The memorandum was the exact wording that was approved 5-0 a year ago and 12 years prior. With this being the case, there would have been no indication that this is something I should have pushed out or considered multiple readings. We also met our commitment to get information to the Board by Thursday. I am open to feedback but am disappointed that the message sent below indicates that this exchange is / was the result of my work rhythm. If there is a different process that the board would like to put in place on multiple readings of contract / MOU, we should discuss this and if there is consensus put it in place.

Have a good day.

[Quoted text hidden]

--

Robert W. Hunt, Ph.D.
Upper Arlington Schools
(614)-487-5000



Click [here](#) to invite Dr. Hunt to your next event!

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[Quoted text hidden]

Nidhi Satiani <nsatiani@uaschools.org>
To: Robert Hunt <rhunt@uaschools.org>

Wed, Aug 9, 2023 at 3:08 PM

Hi Bob,

Thank you for this message. I really appreciate that we are creating a working relationship that allows us to ask questions when positive intent isn't abundantly clear. I am hopeful it will serve us well going forward.

I can definitely see how my message can easily be interpreted as blaming you for my last minute communications with Darren. That was certainly not my intent and I apologize for that. It was important to me that I make it clear that I understand the scope of my work requires an understanding of details, a responsibility to discover the edges of the barriers to improvement, and then to step back and provide space for people to do their own work. Also, it was important to me that Darren understands I have no desire to call him with questions the day before every board meeting! Evidently my true intent was not conveyed adequately in my message. I'm sorry.

To be clear, I do not blame you for the last minute hustle. I do understand how, with the information you had, you could not anticipate any need for conversation. You had no way of knowing that I mildly expressed these same concerns to Paul last year but did not feel safe voting in an authentic way. The culture under his leadership did not allow space for questions/dissent. And, in July/August of last year, he and I were already in a deep conversation about serious concerns regarding our Elementary Explorations program. So, you are correct, in an attempt to "choose my battles" I did not publicly question this resolution last year.

Regarding how to move forward, I fully support you sending your own message(s) after talking to whoever you think you need to talk to. In regards to the timing of draft agendas, I thought we would be getting them Thursday mornings. So, I had blocked a few hours on Thursday mornings and Sunday evenings to review the draft. If Thursday EOD is where we are landing, I will try to block time on Thursday evenings to review what you send. However, when it comes to my evenings and weekends, my kids' schedules get first priority. And, with me working all day on Fridays, it is quite possible that I will not be able to give you feedback on a draft you send by Thursday EOD until Sunday evening (or the early hours of Monday like this week because reviewing the draft, talking to Libby, and then researching diversion programs took more than a couple hours). Andy has asked that I please give feedback on minutes by Friday mornings, so now I have Wednesday mornings in addition to Thursday mornings before our meetings blocked to review minutes and a draft agenda. Let me know if you think this will not work - it is certainly challenging to align schedules when the things you do/need during your typical work hours require me to do things during my non-work hours. This is the rhythm that I do not think has been figured out. And, it is reasonable and expected that it hasn't been figured out yet! Again, I apologize that the rhythm I was referring to was not clear. Please let me know what I can do to remedy this misunderstanding. I am happy to reach out to Darren again. I understand your relationship with him is new and did not intend to create any kind of negative first impression.

With regards to multiple readings, I think everything we vote on should have multiple readings. I struggle with believing the majority of policies or resolutions we pass will ever be done urgently. While your work for the district certainly has urgent needs, my work for the district is meant to give us guidance in urgent situations and is not meant to be done urgently. I cannot imagine someone saying "quick, we need a policy on this stat!" So, I would expect it to be reasonable that policies and resolutions always get multiple readings. Not only does that give board members time to process the request, but it also gives our community time to see the work we are doing and give us feedback in a more intentional and thoughtful way than how we got it for the MOU. I support your suggestion to have the board come to an agreement on this. I'd love to see it in our retreat agenda.

Finally, I prefer to deliver apologies in person. However, I want to be respectful of your time, so I am sending this by email, so you can read it at your convenience. Please know that I do value you and the work you do. And, apologizing via email is not meant to minimize that.

Thanks,
Nidhi

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Recovery UA7 <recoveryua7@uaschools.org>

Follow-up from today's emails/calls

3 messages

Nidhi Satiani <nsatiani@uaschools.org>
To: Robert Hunt <rhunt@uaschools.org>

Mon, Aug 7, 2023 at 11:29 PM

Hi Bob,

I deeply value open communication. In that vein, I have a few thoughts about today's emails and call.

The resolution for a probation officer is not one I was anticipating in this month's meeting. As such, I was put in a position of voting on a resolution without adequate information or entering a last minute scramble to gather information to make an informed decision. Going forward, can we please provide resolutions with more advance notice and with some background information? Also, in case it wasn't clear, I'll be pulling the resolution from our consent agenda so we can vote on it separately.

I take my responsibility and duty to make informed decisions seriously. So, I reached out to Darren to gather the information I needed. I added you to my conversation with him as a courtesy, since you obviously would not have the full background information either. However, I feel like you excluded me from a meeting that I requested and was arranging by calling Darren and not including me. I am choosing to believe this was done to make things more efficient for you. And, I support that. However, it did make things less efficient for both Darren and me.

Finally, the conversation with Darren regarding diversion statistics combined with your slides on Insight's Phase one timing is prompting this next question. What data categories are being sent to Insight as a part of our "data and policy submissions" in Phase 1? I assume discipline, achievement, access (to higher courses - like the district recommendations at the end of Math 7 for whether a student should take Pre Algebra or Algebra in 8th grade and IEP/504/gifted services), attrition, and panorama data are being shared. I also assume the data that allows for deaggregation by gender, ELL, SPED, IEP, and race are being shared. What else has already been shared? Please don't feel like you have to reply with this - I am happy to ask it again at the meeting so you can answer it in real time.

I think we were supposed to discuss the shift of policy from its own committee to HR in our call. Please let me know if you need to discuss that by phone or if email will suffice.

Thanks,
Nidhi

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Nidhi Satiani (she | her)
Board of Education
nsatiani@uaschools.org
614.487.5030

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Robert Hunt <rhunt@uaschools.org>
To: Nidhi Satiani <nsatiani@uaschools.org>
Bcc: ltrent@uaschools.org

Tue, Aug 8, 2023 at 8:28 AM

Nidhi,

I appreciate the open communication and hope you are comfortable with the same. I assume positive intent with people. I had no concern with you reaching out to Darren for clarification or additional information. I also did not reach out to Darren regarding your email. I actually reached out to Steve Shoney based on the fact that a community member had emailed the full village council and full board on an issue. I wanted to ask a few questions, understand the program and ensure that my response aligned with the city. It was Steve that asked that I connect with Darren as he described this as a function of his department. This led to the conversation and by no means was an attempt to exclude you. It was an attempt to receive clarity for our school board in the event there were questions after receiving the email. and ensure alignment with communication.

In terms of notice on this resolution. It was sent to Andy and placed on the agenda. When we reviewed the agenda, I asked if this was new. I was informed that the program had been in place for 13 years and that this was approved annually. This occurred last August. I understand this will be pulled from the consent and I will inform the board of the ability to change the title per my conversation with Darren. My hope is this provides clarity on what occurred as I would not operate outside or around a board of education member and would always appreciate the same.

Regarding Insight, I will ask that Denise include this information in the presentation.

Have a good day.

Bob

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Robert W. Hunt, Ph.D.
Upper Arlington Schools
(614)-487-5000



Click [here](#) to invite Dr. Hunt to your next event!

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Nidhi Satiani <nsatiani@uaschools.org>
To: Robert Hunt <rhunt@uaschools.org>

Tue, Aug 8, 2023 at 9:22 AM

Thank you 🙏

[Quoted text hidden]



Recovery UA7 <recoveryua7@uaschools.org>

Fwd: Weekly Board update and Draft slides for 8/8 BOE meeting

Nidhi Satiani <nsatiani@uaschools.org>
To: Robert Hunt <rhunt@uaschools.org>

Mon, Aug 7, 2023 at 1:43 AM

Hello,

Here are my thoughts on the agenda for Tuesday:

Can you please send an agenda for the executive session scheduled for Tuesday? Will we be discussing anything other than Andy's annual review?

Norms - the part about the board making *and evaluating* policy is still missing. I'll plan to make a motion to add it. Other than that, I'll be reiterating a couple of the questions I've already asked you that you've already answered at the meeting.

Job Descriptions -

Lutz: I don't see any changes on this from the original draft you asked us to comment on before. I support you making these final decisions. And, the factors I mentioned before are important to me. I would like to see us discuss them at the retreat when we review our goals for your first year.

HR: I would like to see there be a commitment to development as an HR professional within this role. I am uncomfortable with how this has traditionally been a stepping stone to superintendency that high school principals simply go through enroute to other positions. In addition to HR growth, I'd like to see this position create a workforce strategy that supports our overall district strategic plan. This could include things like:

- Increase in the staff retention rate, disaggregated by job category (teachers, administrators, etc.) and race.
- Increase in the percentage of staff of color employed by the district until the racial demographics of employees of the district, disaggregated by job category (i.e., teachers, administrators, etc.), mirrors the racial demographics of the student population served by the district.
- Increase in the ratings on survey questions assessing the levels of morale, inclusivity, cultural sensitivity, and racism experienced by staff of color in the workplace, disaggregated by school and district level.

Again, whether you include them in this particular job description is up to you. But I would like to see this as a part of the board's expectations of your work. I'm looking forward to robust discussions at the retreat!

MOU with City - I have some grave concerns about this. Please let me know when we can talk.

Policy technical changes. These are fine. Can you let me know who went through our policies to find these needed updates? I would like to have a better understanding of who reviews policies, how often that happens, etc. I'm surprised to still see policies that have the old address on them. I'm wondering if our policy review process needs to be reviewed.

Here are my thoughts on the weekly update:

Can I get a copy of the report Matt Boaz submitted?
Sept 4 is Labor Day, not Memorial Day ;)

Thanks!
Nidhi



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Recovery UA7 <recoveryua7@uaschools.org>

Fwd: Weekly Board update and Draft slides for 8/8 BOE meeting

Robert Hunt <rhunt@uaschools.org>
To: Nidhi Satiani <nsatiani@uaschools.org>

Mon, Aug 7, 2023 at 8:56 AM

Nidhi,

I appreciate the information in advance. Brief responses are below. Happy to call on the contract, what time is good for you today or tomorrow?

On Mon, Aug 7, 2023 at 1:43 AM Nidhi Satiani <nsatiani@uaschools.org> wrote:

Hello,

[Here are my thoughts on the agenda for Tuesday:](#)

Can you please send an agenda for the executive session scheduled for Tuesday? Will we be discussing anything other than Andy's annual review?

We do not give an agenda for executive session. I will typically call each board member if I have a topic for discussion. I do not have anything for executive session and believe Andy communicated regarding his annual review. This is the only item for executive session, and I do not believe I will be in attendance.

Norms - the part about the board making *and evaluating* policy is still missing. I'll plan to make a motion to add it. Other than that, I'll be reiterating a couple of the questions I've already asked you that you've already answered at the meeting.

We had a variety of versions on the word evaluating. Certainly bring it up for discussion and we can make modifications.

Job Descriptions -

Lutz: I don't see any changes on this from the original draft you asked us to comment on before. I support you making these final decisions. And, the factors I mentioned before are important to me. I would like to see us discuss them at the retreat when we review our goals for your first year.

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- Increase in the staff retention rate, disaggregated by job category (teachers, administrators, etc.) and race.
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- Increase in the ratings on survey questions assessing the levels of morale, inclusivity, cultural sensitivity, and racism experienced by staff of color in the workplace, disaggregated by school and district level.

Again, whether you include them in this particular job description is up to you. But I would like to see this as a part of the board's expectations of your work. I'm looking forward to robust discussions at the retreat!

I believe all of the above to be important. My early impression is we have a lot of work to do in HR in terms of our systems in transition to our new vision for the above. I did ask that Matt work with an experienced HR leader as a coach throughout the course of the school year to evaluate our systems and bring recommended changes to our team for consideration. Your points are reflected in the EAB recommendation regarding HR and we will make progress in this area. I am aware of Insights ability to help specifically in this realm but would like their focus to be on the audit for now but would not be surprised if a more detailed recommendation around this surfaces.

MOU with City - I have some grave concerns about this. Please let me know when we can talk. **Let me know when you have time and I will do my best to work within your schedule for a call.**

Policy technical changes. These are fine. Can you let me know who went through our policies to find these needed updates? I would like to have a better understanding of who reviews policies, how often that happens, etc. I'm surprised to still see policies that have the old address on them. I'm wondering if our policy review process needs to be reviewed.

I asked that a search be done regarding the prior assoc superintendent positions, and names (Jenney, Hatton, Potts). This led to these immediate changes. The old mallway address was discovered during this search as well which has been changed. As we discussed we are moving policy back to the HR committee. Due to the importance of this, I have asked Stephanie to lead this specific work through this committee with Matt. My initial understanding is that we do not have a process in which policies that do not have recommended changes through NEOLA to be reviewed on a cycle. In my experience, this is a good practice to have in place. We have discussed developing this cycle within the committee. I would like the committee to discuss how best to accomplish this task.

Here are my thoughts on the weekly update:

Can I get a copy of the report Matt Boaz submitted? The report has been submitted to Stephanie and she is reviewing the information. I will review it this week as well and we with your request, we will share a copy with the Board.

Sept 4 is Labor Day, not Memorial Day ;) I will make sure Karin makes the change.

Thanks!

Nidhi



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Fwd: Weekly Board update and Draft slides for 8/8 BOE meeting

Robert Hunt <rhunt@uaschools.org>
To: Nidhi Satiani <nsatiani@uaschools.org>

Mon, Aug 7, 2023 at 1:52 PM

I will phone you at 4:45 today. -Bob

On Mon, Aug 7, 2023 at 10:25 AM Nidhi Satiani <nsatiani@uaschools.org> wrote:

Thanks! I can chat today between 4:45 and 5:30 or after the UAHS parent orientation tonight. I can also talk tomorrow between 8:30 and 9:15am or between 3:30 and the meeting.

I remember us discussing the move of policy from a board committee to HR during one of our executive sessions. Unfortunately, I do not have notes on when we discussed it, though I think it was the May 2 exec session at Graf. Since we cannot take action in an executive session and since committee assignments and descriptions were approved at our organizational meeting in January, I assumed the change would not be official until we voted on it in a regular meeting. Can you help me understand where we are in the process for changing policy to an HR committee responsibility?

Thanks!
Nidhi





