

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Work Session on the 7<sup>th</sup> of April 2011 at the Fairfield High School Community Room.

The meeting was called to order by the President at 6:30 pm.

ROLL CALL – Present: Mr. Kearns, Mrs. Ko, Dr. Morris, Mr. Murray & Mrs. Shorter  
Absent: None

Also present: Mrs. Milligan, Mr. Otten, Mr. Lewis, Mr. Martin, Mrs. Lane & Mr. Clemmons

PLEDGE OF ALLEGIANCE

ITEMS FOR BOARD DISCUSSION

A. Recognition of Middle School state science fair participants

Katie Pospisil & Laura Siebenburgen presented.

Our middle school students received fifteen perfect scores and eighty two superior ratings. Thirty five students qualified for district competition and eight are going to the “State Science Day.”

B. Youth Commission – Extracurricular participation

Youth Commission students feel that more students do not get involved in extracurricular activities because of the big commitment required.

Students would like to have intramurals available for students that do not make teams, but still would like to be involved in sports.

Students feel that extracurricular activities keep students away from drugs and violence.

The elimination of bussing will have an impact on freshman student participation.

11-48 EXECUTIVE SESSION

MOTION – Moved by Mr. Murray to recess to Executive Session at 7:01 pm to discuss the following:

The appointment, employment, dismissal, discipline, promotion, demotion, or compensation of public employees 121.22 (G) (1)

SECOND – Seconded by Mrs. Shorter

ROLL CALL – Ayes: Mr. Kearns, Mrs. Ko, Dr. Morris, Mr. Murray & Mrs. Shorter

Nays: None

Motion Carried: 5-0

The Board resumed the meeting at 7:27 pm.

- C. Update on “Race to the Top” – Paul Otten
- D. Update on development of a racial equity action plan – Paul Otten  
The four components of the plan are:
  - I. Recruit, hire, and retain teachers, administrators, and staff of color
  - II. Increase cultural competency
  - III. Community engagement
  - IV. Student engagement
- E. Financial Review Committee – update on assigned action steps – Chad Lewis
  - 1. Expansion of advertising/business partnerships:
    - a. Building successful business partnerships:  
Supporting a partnership with Energy One Home Improvements.
      - i. Idea of a PTC parent to donate proceeds from sales of his business when home owners of Fairfield make energy efficient improvements to their home, Mr. Jonson of Energy One will donate a portion of the sale to the Fairfield City School District in the name of the home owner. It helps build his business and provides us a source of income.
  - 2. Renegotiate all capital and service equipment leases to lower cost providers
    - a. We were able to renegotiate two contracts that were up for renewal at this current time.
      - i. Cincinnati Bell—renegotiated the 3 year contract to save approximately \$10,421.40 per year.
      - ii. Sprint—renegotiated the contract to save approximately \$7,200 per year.
    - b. We were also able to sign a new agreement for the purchase of electricity through Duke Energy Retail Sales
      - i. The new agreement locks us in for the rate of 5.59 cents per kWh. We are currently paying 5.9 cents per kWh. This pricing goes into effect January 1, 2012 and would continue for a period of 2 years. It also contains a Peace of Mind guarantee that would allow us to return to Duke Energy Ohio if the rate becomes lower or to receive any other rate offered to another school district that would be lower. This will result in approximately \$50,000 of additional savings.
  - 3. Outsource selected classified tasks: Bus Drivers, Janitorial staff, IT and Technical services
    - a. A request for proposal for custodial services is completed in DRAFT form. It will be reviewed by the Board of Education Legal Counsel and members of the administrative staff. Once it is finalized, we will publish the RFP and set a time frame to receive the proposals. This will allow us to assess the potential savings that are available after receiving proposals.
    - b. We are not prepared to have an RFP for a maintenance provider. In order to be fully prepared to do this, you need to have a full inventory and current condition of all mechanical equipment in the district. We do not currently have such an inventory. I will be looking at soliciting quotes from companies to provide an inventory and current condition of our entire district.

Financial Review Committee Update (cont.)

c. Will be meeting with bus service providers in the near future. During a meeting in Columbus, Pete Japiske from the Ohio Department of Pupil Transportation made a comment to all of the members of the conference stating that “outsourcing” your bus fleet has proven to be a 20% increase over the cost of managing your own bus fleet. I have spoken to a business manager that did outsource with one of the companies available and he had to buy back his buses. It was very costly to make it work and he stated the buses were not the kind of buses that he would have purchased. He said it put his bus fleet further behind and took a great deal of permanent improvement money to get caught up. Obviously, this would be a great concern for us with our aging bus fleet. I will look into the possibility of a company managing our personnel.

4. Additional Days without Pay for Clerical Staff

a. Based on a meeting with clerical staff from the building level, I will be using existing contract language to possibly approve additional days without pay for clerical staff that have completed their job duties at the end of the year and feel they can forego days of work. These days will be taken off without pay at the end of the year if the administration of any building identify that their clerical staff can be finished for the school year. This will result in an immediate cost savings on salary for the district. I am thankful to the clerical staff for approaching me with this potential cost savings idea.

Mr. Lewis will provide an update of Financial Review Committee recommendations on the Fairfield City School District Website.

- F. Pilot Project: Offering TWO Math Credits to Identified Students at FFS: Algebra I (B) and Freshman Math – Bill Miller and Matt Wissman presented  
There is no additional cost to the district for this project.
- G. Financial Literacy and College/Career Readiness for grades 7/8 and high school – Bill Miller and Katie Pospisil presented
- H. Safe Routes to School grant update – Chad Lewis  
Final project scope is due by May 30, 2011.
- I. Adjustment of School Calendars 2010-2011 and 2011-2012 due to passage of HB 36 – Paul Otten  
Mr. Otten will bring the calendar back for board approval on April 21, 2011.
- J. Proposed change in a school attendance boundary line between Central Elementary and South Elementary effective with the 2011-2012 school year – Cathy Milligan

A parent meeting will be held at Central on April 11, 2011, to discuss the change.

The Board must vote on the boundary change and will take action at the April 21<sup>st</sup> meeting. Parents are welcome to come to the board meeting to share concerns.

- K. New items for discussion

11-49 RESIGNATIONS/LEAVE OF ABSENCE/EMPLOYMENT

MOTION – Moved by Mr. Murray to approve the following:

SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

A. Personnel -- Certificated

1. Resignations

- a. Donna Casey, Freshman, Math Teacher and Department Head  
(effective June 1, 2011; for retirement purposes)
- b. Kathleen Fletcher, District, Elementary Librarian  
(effective July 1, 2011; for retirement purposes)
- c. Sandra Griffin, Senior High, Math  
(effective at the end of the day on May 31, 2011; for retirement purposes)
- d. Joy Harbin, Middle, Math  
(effective at the end of the day on May 31, 2011; for retirement purposes)
- e. Vicky Hauck, Middle, Language Arts  
(effective at the end of the day on May 31, 2011; for retirement purposes)
- f. Nancy Jackson, Freshman, English Teacher and Peer Advisor  
(effective at the end of the day on May 31, 2011; for retirement purposes)
- g. Patricia King, Central, 1st grade  
(effective at the end of the day on June 30, 2011; for retirement purposes)
- h. Timothy McKillip, Middle, Math  
(effective at the end of the day on May 31, 2011; for retirement purposes)
- ij. Alexis Vafides, Senior High, Social Studies Teacher and Department Head  
(effective July 1, 2011; for retirement purposes)
- j. Joellen Vash, Intermediate, Language Arts  
(effective at the end of the day on May 31, 2011; for retirement purposes)
- k. Lonna Walker, District, Secondary Librarian  
(effective June 1, 2011; for retirement purposes)

2. Leave of Absence

- a. Theresa Nevin, Intermediate, Guidance Counselor  
(effective March 14, 2011 through the end of the 2010-2011 school year; for personal medical reasons)

3. Employment

- a. Recommend the employment of Lani Wildow as Curriculum Director, District Office, on a new three-year administrative contract for 228 days, on the certificated administrative salary range 3 effective July 1, 2011; for a replacement position.
- b. Substitute Teachers

Henrietta Patton

(All recommendations are for the 2010-2011 school year at a rate of \$80.00 per day.)

(All employment is contingent upon satisfactory submission of all required documents.)

SECOND – Seconded by Mrs. Ko

Public comments: None

Board comments: None

ROLL CALL – Ayes: Mr. Kearns, Mrs. Ko, Dr. Morris, Mr. Murray & Mrs. Shorter

Nays: None

Motion Carried: 5-0

11-50 RESIGNATIONS/LEAVES OF ABSENCE/EMPLOYMENT

MOTION – Moved by Dr. Morris to approve the following:

B. Personnel -- Classified

1. Resignations

- a. Patricia Brown, District, Confidential Data Entry I  
(effective at the end of the day March 21, 2011; for disability retirement purposes)
- b. Lanita Drake, Senior High, Educational Assistant  
(effective at the end of the day March 31, 2011; for personal reasons)
- c. Anthony Warner, Freshman, Custodian  
(effective at the end of the day May 31, 2011; for retirement purposes)

2. Leaves of Absence

- a. Linda Bowen, Middle, Educational Assistant  
(effective March 11, 2011 through March 14, 2011; unpaid personal)

- b. Michael Furginson, Senior High, Custodian  
(effective April 1, 2011 through April 30, 2011; extension of unpaid Workers Compensation)
  - c. Sandra Taylor, Transportation, Chauffeur  
(effective April 1, 2011 through June 30, 2011; extension of unpaid personal medical)
  - d. Vicky Wilson, Intermediate, Educational Assistant  
(effective April 11, 2011 through August 22, 2011; unpaid personal medical)
3. Employment
- a. Larry Perkins, Transportation, Bus Driver  
(effective April 8, 2011, for a replacement position)

(All employment is contingent upon satisfactory submission of all required documents.)

SECOND – Seconded by Mrs. Shorter  
Public comments: None  
Board comments: None

ROLL CALL – Ayes: Mr. Kearns, Mrs. Ko, Dr. Morris, Mr. Murray & Mrs. Shorter  
Nays: None  
Motion Carried: 5-0

11-51 APPROVAL OF THE RESOLUTION FOR FINANCIAL LITERACY AND COLLEGE CAREER READINESS FOR GRADES 7/8 AND HIGH SCHOOL

MOTION – Moved by Mr. Murray to approve the following:

OTHER ITEM FOR BOARD ACTION

- A. Recommend approval of the following resolution for Financial Literacy and College/Career Readiness for grades 7/8 and high school. (The Board of Education is required by Ohio law to adopt a resolution about the teaching of college and career readiness and financial literacy.)

*Whereas* the Fairfield City School District Board of Education believes in and supports the importance of teaching financial literacy and college and career readiness; and

*Whereas* the Fairfield City School District Board of Education believes that preparing students for post secondary education, equipping them with the prerequisite skills needed for a successful career, and teaching students to become financially literate, including the ability to read, analyze, manage and communicate about the personal financial conditions that affect material well-being, will position them for success in later life;

*Therefore*, be it resolved that the Fairfield City School District Board of Education supports and believes strongly in the importance of teaching financial literacy and college and career readiness in both the middle grades (7 and/or 8) and in the high school.

SECOND – Seconded by Dr. Morris

Public comments: None

Board comments: None

ROLL CALL – Ayes: Mr. Kearns, Mrs. Ko, Dr. Morris, Mr. Murray & Mrs. Shorter

Nays: None

Motion Carried: 5-0

11-52 CHANGE JULY 13, 2011 REGULAR BOARD MEETING TO JULY 11, 2011

MOTION – Moved by Mr. Murray to approve the following:

- F. Recommend changing July 13, 2011 regular board meeting to Monday, July 11, 2011 at 5:00 PM in the community room at Fairfield High School.

SECOND – Seconded by Mrs. Ko

Public comments: None

Board comments: None

ROLL CALL – Ayes: Mr. Kearns, Mrs. Ko, Dr. Morris, Mr. Murray & Mrs. Shorter

Nays: None

Motion Carried: 5-0

11-53 AMEND AGENDA TO ADD ITEM “C” APPROVAL OF PILOT PROJECT:  
OFFERING TWO MATH CREDITS TO IDENTIFIED STUDENTS AT FFS:  
ALGEBRA 1 (B) AND FRESHMAN MATH

MOTION – Moved by Mr. Kearns to amend the agenda to add item “C” approval of Pilot Project: Offering Two math credits to identified students at FFS: Algebra 1 (B) and Freshman math

SECOND – Seconded by Dr. Morris

Public comments: None

Board comments: None

ROLL CALL – Ayes: Mr. Kearns, Mrs. Ko, Dr. Morris, Mr. Murray & Mrs. Shorter

Nays: None

Motion Carried: 5-0

11-54 APPROVAL OF ITEM “C” PILOT PROJECT: OFFERING TWO MATH CREDITS  
TO IDENTIFIED STUDENTS AT FFS: ALGEBRA 1 (B) AND FRESHMAN MATH

MOTION – Moved by Dr. Morris to approve the following:

- C. Recommend approval of Pilot Project: Offering TWO Math credits to Identified Students  
At FFS: Algebra 1 (B) and Freshman Math

SECOND – Seconded by Mr. Kearns

Public comments: None

Board comments: None

ROLL CALL – Ayes: Mr. Kearns, Mrs. Ko, Dr. Morris, Mr. Murray & Mrs. Shorter

Nays: None

Motion Carried: 5-0

#### ANNOUNCEMENTS

April 12, 2011 – Building Pride Committee Meeting 7:00 PM, South Elementary

April 14, 2011 – Summer Activities Fair

April 21, 2011 – Regular Board Meeting, 6:30 PM, FHS Community Room

#### BOARD MEMBER COMMENTS

Mrs. Ko

She reminded everyone that Bridgewater Falls is holding an Activities Fair.

Mr. Murray

He stated that the Choraliers did very well in the Chicago competition.

He asked everyone to support the Choraliers on April 19<sup>th</sup> with “Cabaret Night”  
at the Oscar Event Center.

Mrs. Shorter

She offered condolences to the Griffin family.

#### 11-55 EXECUTIVE SESSION

MOTION – Moved by Mr. Murray to recess to Executive Session at 8:47 pm to discuss  
the following:

- The appointment, employment, dismissal, discipline, promotion, demotion, or  
compensation of public employees 121.22(G) (1)
- Purchase or Sale of Real Estate 121.22 (G) (2)
- Court Action 121.22 (G) (3) – Pending or Imminent Litigation
- Collective Bargaining 121.22 (G) (4)
- Security Arrangements 121.22 (G) (6)



FAIRFIELD CITY SCHOOLS  
WORK SESSION  
APRIL 7, 2011

SECOND – Seconded by Mrs. Shorter

ROLL CALL – Ayes: Mr. Kearns, Mrs. Ko, Dr. Morris, Mr. Murray & Mrs. Shorter

Nays: None

Motion Carried: 5-0

The Board resumed the meeting at 11:06 pm.

11-56 ADJOURNMENT

MOTION – Moved by Dr. Morris to adjourn the meeting.

SECOND – Seconded by Mrs. Ko

ROLL CALL – Ayes: Mrs. Ko, Mr. Kearns, Dr. Morris, Mr. Murray & Mrs. Shorter

Nays: None

Motion Carried: 5-0

The meeting was adjourned at 11:08 pm by the President, Mr. Kearns.

\_\_\_\_\_  
President

Attest: \_\_\_\_\_  
Treasurer