The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Work Session on the 4th of August 2011 at the Fairfield Intermediate School.

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: Mr. Otten, Mrs. Lane, Mr. Martin, Mrs. Wildow, Mr. Lewis & Mr. Clemmons

PLEDGE OF ALLEGIANCE

PRESENTATIONS

A. Presentation on College and Career Readiness committee – Roger Martin
See attached document, "College & Career Readiness Committee Board Update."

Mr. Martin stated that College & Career Readiness Committee Meetings will begin in September under the direction of Lani Wildow, Curriculum Director.

A definition of College & Career Readiness and a plan for the committee's continued work will be presented to the Board in the fall.

A. Recommended classified staffing reductions – Chad Lewis
See attached "Classified Staffing Recommendations" document

Custodial Staff Reductions:
Mr. Lewis stated that the average cleaning coverage for custodians is 21,000 square feet. With the proposed custodial staff reduction, the responsibility will increase to 27,000 square feet on the average. This is lower than the responsibilities in the neighboring school districts of Lakota (31,000-39,000 square feet), Mason (32,000 square feet) or Winton Woods (41,400 square feet).

Educational Staff Reductions:
Propose to reduce the 189 day Educational Assistants to 185 days per year and the 153 day Educational Assistants to 150 days per year.

Board Discussion:

Dr. Morris asked what the current square footage cleaning coverage is for custodians.

Mr. Lewis stated that it is 21,000 to 28,000 and that the highest square footage per person will be 32,000 with the proposal.

Mrs. Ko asked for the rationale behind the head custodians working first shift.

Mr. Lewis stated that the administrative staff relies on the head custodians as the "go to person" for any issues and that it is necessary to have them available during the school day. Mr. Smith, the building grounds supervisor will oversee the second shift staff.

Mr. Murray asked how often the 27,000 square feet would be covered.
Mr. Lewis stated that is a daily expectation.

Mr. Murray was concerned about the HVAC position and how we are going to cover internal preventative measures.
Mr. Lewis stated that we will use an outside company to deal with the break/fix issues.

Both Mr. Murray and Mrs. Ko expressed concerns about preventative maintenance issues and Mr. Murray asked that this issue be addressed at a future Board meeting.

11-117 RESIGNATIONS/EMPLOYMENT

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

SUPERINTENDENT'S RECOMMENDATIONS AND REPORTS

A. Personnel – Certificated – Mr. Martin

1. Resignations

a. Elizabeth Duncan, Middle, Intervention Specialist
(effective at the end of the 2010-2011 school year; for personal reasons)

b. Dan Garner, Freshman, Football (effective with the 2011-12 school year; to accept another position within the district)

2. Employment

a. Marla Biondo, Intermediate, 6th grade Science, 50%
(recommended for a new one-year limited teaching contract for the 2011-2012 school year, effective August 19, 2011; for a replacement position)

b. Meghan Crothers, District, Intern School Psychologist
(recommended for a new one-year intern school psychologist contract for the 2011-2012 school year, effective August 19, 2011; reimbursed by the state)

c. Ashley Dean, Intermediate, 6th grade Science, additional 50% contract
(effective with the 2011-2012 school year; this brings her new two-year contract to 100% status; for a replacement position)

d. Mary Edwards, Intermediate, 6th grade Language Arts
(recommended for a new one-year limited teaching contract for the 2011-2012 school year, effective August 19, 2011; for a replacement position)

e. Craig Harden, Middle, Guidance Counselor
(recommended for a new one-year limited teaching contract for the 2011-2012 school year, effective August 19, 2011; for a replacement position)

f. Deena Hill, Freshman, Intervention Specialist
(recommended for a new one-year limited teaching contract for the 2011-2012 school year, effective August 19, 2011; for a replacement position)

g. Joni Jackson-Martin, Senior High, Chemistry
(recommended for a new one-year limited teaching contract for the 2011-2012 school year, effective August 19, 2011; for a replacement position)

h. Kyle Jamison, Senior High, Math
(recommended for a new one-year limited teaching contract for the 2011-2012 school year, effective August 19, 2011; for a replacement position)

i. Rebekah Kriek, Senior High, Math
(recommended for a new one-year limited teaching contract for the 2011-2012 school year, effective August 19, 2011; for a replacement position)

j. Erin MacLeod, Senior High, Science
(recommended for a new one-year limited teaching contract for the 2011-2012 school year, effective August 19, 2011; for a replacement position)

k. Molly McNeil, District, Intern School Psychologist
(recommended for a new one-year intern school psychologist contract for the 2011-2012 school year, effective August 19, 2011; reimbursed by the state)

l. Allyson Schnepper, Middle, 8th grade Math
(recommended for a new one-year limited teaching contract for the 2011-2012 school year, effective August 19, 2011; for a replacement position)

m. Jennifer Skirvin, Freshman, Intervention Specialist
(recommended for a new one-year limited teaching contract for the 2011-2012 school year, effective August 19, 2011; for a replacement position)

n. Brian Smith, Intermediate, 6th grade Language Arts
(recommended for a new one-year limited teaching contract for the 2011-2012 school year, effective August 19, 2011; for a replacement position)

o. Larissa Smith, Freshman, Assistant Principal
(recommended for a new two-year administrative contract effective August 1, 2011 through June 30, 2013, for 213 days, on the certificated administrative salary range 2, for a replacement position)

p. Latrice Watkins, Intermediate, 5th grade Math
(recommended for a new one-year limited teaching contract for the 2011-2012 school year, effective August 19, 2011; for a replacement position)

q. Extracurriculars 2011-12

Freshman
Ken Meibers, Football

Middle
Dan Beck, Golf Coach, Boys 7th/8th
Ryan Cropper, Volleyball, 7th/8th
Ashley Cundiff , Cheer Coach 7th/8th
Rachel Conley, Cheer Coach 7th/8th

Intermediate
Linda Burwinkel, Department Head Math Gr 5, 50%
Angie Ling, Department Head Math Gr 5, 50%
Christy Munafo, Department Head Language Arts Gr 5
Wendy Proffitt, Department Head Language Arts Gr 6
Kara Ravancho, Department Head Special Education Gr 5
Kristin Sims, Department Head Social Studies Gr 6
Holly Templeton, Department Head Social Studies Gr 5
Heather Wright, Department Head Science Gr 5

East
Jennifer Hoffman, Unit Leader Preschool/Kindergarten

South
Heather Stehlin, Unit Leader Preschool/Kindergarten

r. Online Instructors
John Schmitt
Tim Viox
Regina Williams

(The above-noted persons are recommended for employment as online instructors as needed at the rate of $24.34 per hour for the 2011-2012 school year.)

s. Volunteer

Jeremy Young, Freshman Football

(The above-noted person is recommended for approval as volunteer coach for the 2011-2012 school year in district athletic programs. Board approval of volunteers is a requirement of the Ohio High School Athletic Association. Recommendation is contingent upon submission of all required documents.)

(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
Nayes: None
Motion Carried: 5-0

11-118 RESIGNATIONS/LEAVES OF ABSENCE/PROMOTION/REDUCTION IN FORCE

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

B. Personnel – Classified – Mr. Lewis

1. Resignations

a. Wauneta Foster, Intermediate, Educational Assistant-Correction from 7/11/2011 Agenda
(effective the end of the day July 31, 2011; for retirement purposes)

b. Pamela Ledford, Sr. High, Custodian
(effective the end of the day July 31, 2011; for disability retirement purposes)

c. Raymonde Thompson, Sr. High, Educational Assistant
(effective the end of the 2010 – 2011 school year; for personal reasons)

2. Leaves of Absence

a. Michael Furginson, Sr. High, Custodian
(effective July 1, 2011 through August 31, 2011; extension of unpaid workers compensation)

b. Patricia Samples, Central, Educational Assistant
(effective August 19, 2011 through November 30, 2011; unpaid personal medical)

3. Promotion

a. Patricia Welshans, North, Cook
Promoted to Freshman, Head Cook, effective August 1, 2011

4. Reduction In Force:

a. Elimination of thirteen (13) Custodian positions, effective August 22, 2011

b. Elimination of one (1) HVAC technician position, effective August 12, 2011

c. Reduction of workdays for all 189 day Educational Assistant positions to 185 workdays per year

[redacted]

Collective Bargaining [redacted]21.22 (G) (4)

SECOND – Seconded by Mrs. Shorter
ROLL CALL – Ayes: Mr. Kearns, Mrs. Ko, Mr. Murray & Mrs. Shorter

[redacted]

B. Financial Review Committee – update on assigned action steps – Chad Lewis

Mr. Lewis provided a Duke Energy Retail Sales contract update.

Mr. Lewis stated that we have saved $818,811 after 21 months.

C. Update on HB 264 projects – Chad Lewis

Mr. Lewis stated that the projects are on track.

D. November levy – Mrs. Lane

See attached document, "November Levy Information"

Board discussion:

Mr. Murray stated that the 6.5 mills option gives the district 2 years and a better comfort level.

Mr. Kearns stated that the 4.5 mills will buy the district a year; he would support the 6.5 mills.

Dr. Morris stated that he would not support the 4.5 mills, but would support the 6.5 mills.

Mrs. Shorter stated that she would support the 6.5 mills.

Mrs. Ko pointed out that 25 or 30 districts are on the brink of disaster right now and that we are just trying to maintain. She thinks that the 6.5 mills is fair.

Dr. Morris pointed out that this levy will maintain and preserve and that any reduced services will not be restored.

Mr. Kearns stated that this is to maintain what we have right now and that we can't continue to cut our way out of this situation.

COMMUNICATION REGARDING NOVEMBER LEVY

This is the portion of the meeting where you, the residents of the Fairfield City School District, are invited to share your thoughts with the Board. Presentations are limited to five (5) minutes each.

Leigh Lutz stated that she has been in the district for 16 years. She stated that the cuts that are being presented are hard and that we do need to sacrifice. Even though everyone will not always agree, she is asking the Board to put the levy on the ballot.

Tracy Morgan agrees that the levy should be placed on the ballot to see what the public has to say about it.

Communication (cont.)

[redacted]

(Approval of this recommendation brings the Board into compliance with HB 1. The persons noted above are in addition to school nurses and school RNs who dispense prescription medication to students per their job descriptions and state licenses.)

B. Recommend approval of the following resolution:

RESOLUTION DECLARING THAT A CASE OF URGENT NECESSITY EXISTS AND AUTHORIZING ENTERING INTO A CONTRACT WITHOUT ADVERTISING OR COMPETITIVE BIDDING FOR THE PURCHASE OF PLAYGROUND EQUIPMENT FOR EAST, SOUTH AND WEST ELEMENTARY SCHOOLS

WHEREAS, due to the addition of Preschool and Kindergarten students at East, South and West Elementary Schools, it is necessary to upgrade and/or improve the playground equipment to meet the needs and/or specifications for Preschool and Kindergarten students, and,

WHEREAS, the upgrade and/or improvements must be accomplished prior to the

[redacted]

Mrs. Shorter
She stated that we have tough decisions to make. She does not believe that the Board or administrators take any of these decisions lightly.
She said, "Don't short change your teachers."

[redacted]

necessity for the upgrade and/or improvement of the playground equipment at East, South and West Elementary Schools.

SECTION 2. It is further found that compliance with the procedure for advertisement and competitive bidding prescribed by ORC 3313.46 would delay the commencement of said upgrade and/or improvements for an excessive period of time causing an additional burden on the district.

SECTION 3. The Treasurer and the President of the Board are hereby authorized to contract without advertising and competitive bids with:

SECTION 5. That the treasurer or assistant treasurer of this board of education be and is hereby directed to certify a copy of this resolution to the board of elections, not later than four o'clock (4:00) p.m. of the ninetieth (90th) day before the date of said election and to notify said board of elections to cause notice of the election on the question of levying said tax to be given as required by law.
SECTION 6. That it is found and determined that all formal actions of this board of education concerning and relating to the adoption of this resolution were adopted in an open meeting of this board of education; and that all deliberations of this board of education and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

SECOND – Seconded by Mrs. Shorter
Public comments: None

Board comments:
Mr. Kearns read the following statement:
Your current Board of Education has demonstrated the leadership necessary to position our district in the best possible financial position given the current economic times and the way public education is funded in Ohio. I want to thank my fellow Board members for their work and recognize that the decision making process has been difficult considering the challenges we faced and will continue to face. Our actions, since 2008 have resulted in millions of dollars in cost savings. I know personally that each of us struggled with this decision making process because our decisions impact real people—community members, students and staff.

We have been good stewards of your tax dollars and moved forward with the recommendations of the financial review committee and will continue to look at ways we can do things differently. As a reminder this Board had the foresight to engage members of our community in reviewing our finances. We opened our books, provided the necessary staff resources and commissioned the financial review committee to identify cost savings and revenue generating suggestions for us to consider. This committee spent well over 500 hours collectively in looking at our financial situation. A number of months ago I stated that the conversation needs to change from cost cutting to revenue generating and we have done that. We have listened, discussed and now this evening we will respond with a recommendation to place a levy on the ballot this November.

This levy is about preserving what we have in our district. I know I am proud of what this district stands for, Excellence, Preparation for Life and Opportunities for all! This must continue! Anything that falls short of this mission impacts our community. The last time our community voted to support an operating levy was in 2004. To my knowledge there is only one other district in our county that has been able to stretch an operating levy this length of time. Nancy shared with us three different options this evening. There are several reasons I cannot support a 4.5 or a 6.9 mill levy. A 4.5 mill levy potentially places us back on the ballot a year from now and given the uncertainty that exists in our economy and no resolution regarding how schools are funded in Ohio in our foreseeable future I cannot support this option. The 6.9 mill levy option only increases our cash balance in 2014 but does not add an additional year to our projection over the 6.5 mill option. I support placing a 6.5 mill levy on the November ballot. Given our track record for stretching our current levy and our staff's commitment to doing things differently this is the best option. I am asking for your continued support of our district and I am asking for your financial support of the district as well. We need both.

This is a great school district in a great community join me in keeping it that way.

11-121 EXECUTIVE SESSION

MOTION – Moved by Mr. Murray to recess to Executive Session at 8:10 pm to discuss the following:

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

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

service reductions:

a. Licensed and certificated full-time equivalent (FTE) teaching staff reductions by class schedule amendments or other appropriate means at the Fairfield Senior High

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

The meeting was adjourned at 9:07 pm by the President, Mr. Kearns.

_____ Attest: _____
President Treasurer