

**Five Year Forecast Balances
as presented on May 5, 2011**

June 30, 2011	\$ 8,598,997
June 30, 2012	\$ 74,989
June 30, 2013	(\$12,095,780)
June 30, 2014	(\$29,011,552)

\$

**Estimated Balances after
\$2.2 million in Teacher
Concessions**

June 30, 2011	\$ 8,598,997
June 30, 2012	\$ 692,178
June 30, 2013	(\$10,113,201)
June 30, 2014	(\$24,325,289)

\$

Levy Deadlines

Election Date	100 day deadline School District Income Tax	95 day deadline Emergency Levy	90 day deadline Property Tax Levy
November 8, 2011	July 29, 2011	August 5, 2011	August 10, 2011



Next Steps

June 29, 2011 – Special Board Meeting

- Updated financials after year end closing
- Possible recommendation of type of levy
- Possible recommendation of millage amount
- Possible first vote to put a levy on the ballot



Fairfield City School District

Facility Master Plan Executive Summary

June 16, 2011

The Fairfield City School District Facility Master Plan was developed with consideration of appropriate Teaching and Learning as well as Financial Operations. Over 1,000 community, business, students and staff members participated in the process between October 2010 and May 2011 expressing their preferences and guiding the Master Plan development. The planning objectives developed through this process are as follows:

- Support Quality Education
- Enhance Safety & Security
- Reduce Operational Costs
- Alleviate Overcrowding (2010/11 school year @ Kindergarten, Intermediate, Middle and Freshman)
- Minimize Building Transitions (a current senior would have attended six different schools)

Facility Master Plan Recommendation (based on stable student enrollment of 9,811):

- Eliminate the Kindergarten Center
 - Relocate Kindergarten (half day) into five existing elementary schools for 2011/12
- Replace Central and Freshman Buildings – Future First Step
- Construct two (2) new 750 student PK-5 elementary schools - Future First Step
 - One site could be the area of the current Central/Freshman by aggregating 15 to 20 acres.
- Locate New Freshman School on Holden Blvd across from Senior High School – Future First Step
- Reorganize from the current 5-6 Intermediate and 7-8 Middle Schools to two (2) 6-8 Middle Schools utilizing the current Intermediate and Middle Schools – Future First Step
- Provide Basic “Warm, Safe, Dry, Cool & Educationally Appropriate” improvements to East, North, South, West, Intermediate, Middle and Senior High School facilities as funds allow and within Future First Step.

Facility Maintenance Recommendation:

- Establish a continuing, dedicated fund for scheduled replacement and preventive maintenance.

**FAIRFIELD CITY SCHOOL DISTRICT
JOB DESCRIPTION**

TITLE: SCHOOL AND COMMUNITY RELATIONS DIRECTOR

REPORTS TO: SUPERINTENDENT

EMPLOYMENT PERIOD: 223 DAYS

CIVIL SERVICE STATUS: UNCLASSIFIED

ASSOCIATION REPRESENTATIVE: NONE

QUALIFICATIONS:

1. Must hold at least a bachelor's degree in communications, journalism or a related field; demonstrated experience in public relations (a minimum of 3-5 years of experience preferred).
2. Must provide evidence of a satisfactory criminal record background check conducted through the Ohio Bureau of Criminal Investigation and identification within one year prior to date of hire. In addition, if the candidate has not been a resident of Ohio for the previous five years, he/she must provide evidence of a satisfactory criminal record check conducted through the Federal Bureau of Investigation within one year prior to the date of hire.
3. Must possess and maintain a valid driver's license.

GENERAL DESCRIPTION:

The School & Community Relations Director is responsible for fostering positive relationships between the district and its various stakeholder groups.

ESSENTIAL FUNCTIONS:

1. Serve as the district's spokesperson. Speak/present information at public meetings on district-related issues; represent the district at community functions as warranted.
2. Serve as the primary contact between the district and news media and supervises the production and distribution of all news releases; arranges for press conferences as required, and facilitates media visits to school.
3. Develop, manage, direct, and strategically use the district's website and other designated social media to inform all district stakeholders and the public at large.
4. Develop and maintain positive relationships with the various internal and external entities to promote the district and respond to issues and requests.
5. Develop and/or coordinate district-level publications (except student publications) and presentations.

6. Serve as a consultant to the superintendent and district leadership on matters involving the media and school-community relationships; and participate actively in discussions and evaluations of possible changes in existing district programs and policies.
7. Publicize and attend district events such as athletics, music, drama and other student activities.
8. Work collaboratively with the district's sports information director in order to promote district athletics.
9. Write and/or edit written materials as needed for district personnel.
10. Develop and disseminate news to the media and staff regarding district and Board activities.
11. Serve as community liaison between the district and the public, providing prompt and accurate information to public information requests.
12. Establish and maintain a positive working relationship with administration, staff and colleagues.
13. Maintain and improve professional skill and competence.
14. Attend administrative/staff meetings and serve on committees as assigned.
15. Maintain accurate, complete records as required by law, District policy and/or administrative regulations.
16. Demonstrate flexibility in adjusting to changes and reliability in carrying out responsibilities.
17. Perform other communications functions as assigned by the Superintendent.

OTHER DUTIES:

The essential functions listed in this job description reflect the general duties and principal functions of the job but are not a detailed description of all the duties which may be inherent in the job.

WORKING CONDITIONS:

1. Generally an office environment.
2. Potential occasional exposure to blood or other body fluids.
3. Possible interaction with unruly students and/or adults.
4. May have to drive from building to building in inclement weather.

Fairfield City School District

Equity Action Plan

Vision and Mission Statements

D R A F T as of June 7, 2011

Vision

To be the premier public school district in Ohio, providing an excellent education to all students. We will have a staff that reflects the racial and cultural diversity of our community and our student body. We will build trusting relationships with all students and their families, establishing our school district as the recognized leader of equitable community engagement in Ohio. We will develop and support culturally competent, transformational leaders who exhibit cultural awareness, attitudes, knowledge and skills. These leaders will create inspirational learning experiences that encourage and motivate all students and staff to achieve their highest levels of performance.

Mission

Teaching our children, and ourselves, to live, learn, and work together in a vibrant and diverse world.

Fairfield City School District
Overview of Equity Action Plan

The Four (4) Pillars of the Plan:

- I. Recruit, hire, and retain teachers, administrators, and staff of color**
- II. Increase cultural competency of all teachers, administrators, and staff**
- III. Community engagement and parental involvement**
- IV. Student engagement with diversity-change process**

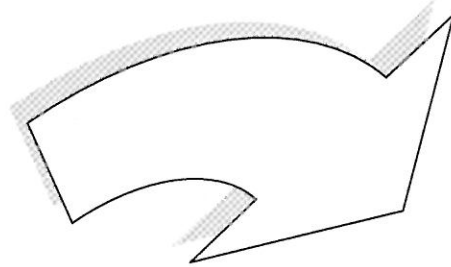
Each team will write the following:

- 3 to 6 tangible attainable goals, with both short term and long term strategies
- specific action steps to reach those goals
- accountability issues & methods and means to measure each goal
- any potential financial costs associated with the goal
- process to assess adjustment to goals or success of goals
- recommendations to Superintendent about future considerations regarding that aspect of the plan

Fairfield City Schools Diversity Mission & Vision Statements

Mission: Teaching our children, and ourselves, to live, learn, and work together in a vibrant and diverse world.

Vision: To be the premier public school district in Ohio, providing an excellent education to all our students. We will have a staff that reflects the racial and cultural diversity of our community and our student body. We will build trusting relationships with all students and their families, establishing our school district as the recognized leader of equitable community engagement in Ohio. We will develop and support culturally competent, transformational leaders who exhibit cultural awareness, attitudes, knowledge and skills. These leaders will create inspirational learning experiences that encourage and motivate all students and staff to achieve their highest levels of performance.



Equity Leadership Team

- Diversity related policy issues (review of strategic goals, professional development needs, curriculum changes)
- Clearinghouse for district-wide diversity initiatives
- Manage listserv or newsletter for diversity events
- Produce annual report

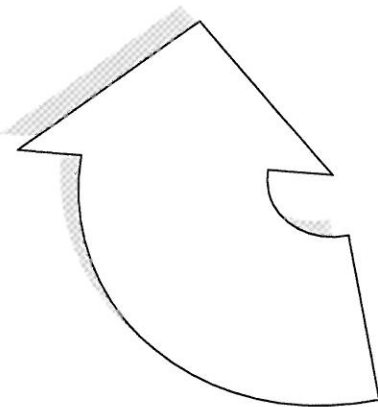
Diversity Plan & Implementation Process 2011-2015

FCS Superintendent accountable for leadership and implementation

- Recruit, hire, retain teachers, administrators, and staff of color
- Increase and improve cultural competency of all teachers, administrators, and staff
- Improve engagement with community regarding diversity initiatives
- Develop student engagement and learning opportunities regarding diversity

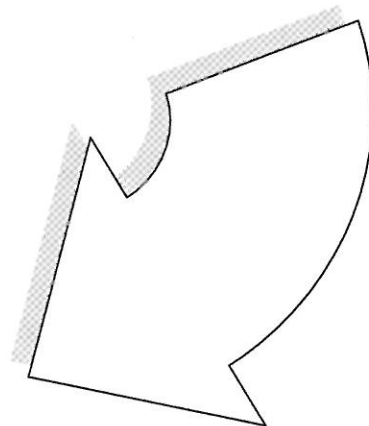
Community Diversity Alliance

- Community engagement & parental involvement
- Forum for community based diversity conversation



Building Diversity Alliances

- School building specific diversity programming and activities
- Student engagement with diversity activities
- Parent study & discussion groups
- Guest speaker series



Guidelines:

- * Meet no less than 4 times per school year
- * Ensure the sustainability of the equity leadership program through the allocation of resources
- * Make decisions by consensus building
- * Evaluate and analyze needs assessments
- * Foster a culture that promotes the desire for life-long learning in the area of equity and diversity



Fairfield City Schools

Teaching our children, and ourselves, to live, learn, and work together in a vibrant, and diverse world.

Equity Leadership Team



Fairfield City Schools

Fairfield City Schools
Operations Building
211 Donald Drive
Fairfield, OH 45014

Phone: 829-6300

www.fairfieldcityschools.com

District Equity Vision:

To be the premier public school district in Ohio, providing an excellent education to all students. We will have a staff that reflects the racial and cultural diversity of our community and our student body. We will build trusting relationships with all students and their families, establishing our school district as the recognized leader of equitable community engagement in Ohio. We will develop and support culturally competent, transformational leaders who exhibit cultural awareness, attitudes, knowledge and skills. These leaders will create inspirational learning experiences that encourage and motivate all students and staff to achieve their highest level of performance.



ELT Purpose:

Our purpose is to maintain district focus on closing the racial achievement gap to benefit all students.

In order to accomplish this goal the Equity Leadership Team will:

- **Coordinate, and inform** stakeholders of equity and diversity initiatives throughout the district
- **Maintain focus** to close the racial achievement gap
- **Monitor and report** on work related to the four pillars
- **Oversee Equity Action Plan** based on four pillars
- **Act as a resource** for staff and community

Membership:

15-20 members comprised of the Superintendent, Assistant Superintendent for Academics, staff, students, parents, and community members

Term:

Members will serve a team of 2 years. Members may rotate back on the team if there is space.

Roles:

Chair (Non-Staff Member)
Vice Chair (Staff Member)
Team Facilitator (Superintendent)
Recorder

Responsibilities:

- * Evaluate and analyze needs assessment
- * Provide guidance and task to diversity committees
- * Communicate outcomes with stakeholders