The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Regular Meeting on the 11th of April, 2024 in the Catherine D. Milligan Community Room at Fairfield High School.

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

ROLL CALL – Present: Mr. Begley, Mr. Clark, Mrs. Gundrum & Mr. Napier Absent: Mrs. Berding-Miller

Also present: Mr. Smith, Mrs. Lane, Mrs. Hauer, Dr. Rice, Mr. Perry, Mrs. Aug & Mr. Clemmons

PLEDGE OF ALLEGIANCE - Scott Clark

PRESENTATIONS/RESOLUTIONS

A. Retiree Recognition – Angie Neal and Billy Smith

Mr. Smith read the names of retirees from 2022-2023 and 2023-2024 as Mr. Begley and Mrs. Neal presented certificates and appreciation gifts.

From the 2022-23 school year, the retirees are:

- Marvin Hundley, Transportation Bus Driver
- Jeanne Mainous, North Elementary Educational Assistant
- Brenda Wilson, District Custodian
- Cynthia Wimmers, West Educational Assistant
- Carol Fuller, Crossroads Middle Educational Assistant
- Kenneth Rice, Transportation Chauffeur
- David Anglin, High School Custodian
- Holly Eveleigh, Creekside Middle Educational Assistant

From the 2023-24 school year the retirees are:

- Cindy Jones, High School French Teacher
- Ann Swigart, High School Social Studies Teacher
- Janet Cappola, Compass Elementary Reading Center Teacher
- Glenna Klei, Compass Elementary MD/SC Intervention Specialist
- Sandra Schuler, Transportation Bus Driver
- Peter Spada, Creekside Middle Custodian
- Sandra Clay, Freshman School Educational Assistant
- Kimberly Hall, Crossroads Middle 6th Grade Science Teacher
- Linda Glass, West Elementary 2nd Grade Teacher
- Laura Siebenburgen, Creekside Middle 7th Grade Science Teacher
- Cheryl Sandor, West Elementary Educational Assistant
- Sandi Stegman, Central Elementary 5th Grade ELA/Social Studies
- Jeff Sims, Freshman School Math Teacher

The Board congratulated all the retirees.

There was a brief recess from 6:42 p.m. to 6:48 p.m.

B. Fishing Trip and Field Day for Students with Special Needs – Liz Gladish

Ms. Gladish along with Mrs. Reed and Mr. Muldoon spoke about the fishing trip which was started over forty years ago by former High School PE teacher, Gary Staggs where he took one class of multiple handicap students along with a handful of seniors to the Optimist Club. When Ms. Gladish took over, there were approximately four hundred students in the multiple handicap units, social communication or autism units and intellectual disability units from every building in the district. The fishing trip includes music, puppet shows, face painting, giant connect four, bean bag toss, cornhole games, bubble station, sidewalk chalk, Touch A Truck with Fairfield Fire Department and Police Department, Cincinnati Reds mascots, Joe Nuxhall Miracle League mascot - Joey and a petting zoo with baby animals. A picnic lunch is provided by the Optimist Club, seniors bring in baked goods for dessert and the Flubs Truck hands out ice cream cones to all. Everything is donated by vendors or funded through donations. This year's fishing trip is scheduled for Tuesday, April 30th, 10:00 a.m. – 1:00 p.m. at the Optimist Club on Joe Nuxhall Way. The rain date is Thursday, May 2nd. They also showed the promotional video for this year's senior class.

The Board thanked them for putting tis together.

C. EL Program Update – Mandy Aug

Mrs. Aug introduced Ms. Crawley who highlighted some of the EL Program. She stated we have students representing fifty countries speaking over forty languages. She showed videos of five different EL senior students speaking about their experiences. Ms. Crawley also gave an update on the SLIFE Program which began at the Freshman School at the beginning of the school year. The program started with seven students and currently there are sixteen enrolled. There is one teacher and one EL tutor working in the program. Mrs. Aug also went over some slides which included information stating there are currently one thousand six hundred and seventy-one EL students in the buildings, the average increase in the past five years is 10.37%, Fairfield City School District is ranked tenth in the state for EL population. Mrs. Aug said according to the West Ed Cost Study Report that was put out December, 2022, the student to teacher ratio is 25 to 1. Currently, we receive over \$730,000 from the state for the EL program. Mrs. Aug shared her proposal to hire one additional TESOL Endorsed teacher at the high school, this was not in the forecast. She stated we are trying to educate our community on the need for providing an education for these students.

Mr. Clark commented that the facts are being shared and we care about the students and families in the EL program.

Mrs. Gundrum thanked Mrs. Aug and Ms. Crawley for all the information and data.

Mr. Napier stated his concern is adding more salaries after cutting some positions for next school year.

COMMUNICATION - None

This is the portion of the meeting where you are invited to share your thoughts with the Board. In order for the Board to fulfill its obligation to complete the planned agenda in an effective and efficient fashion, a maximum of thirty (30) minutes of public participation may be permitted at each meeting.

Please know that this time has been set aside for the Board to listen to you. Your comments are valued and will be taken into careful consideration. The Board will not engage in dialogue at this time. Presentations are limited to five (5) minutes each.

SUPERINTENDENT'S RECOMMENDATIONS AND REPORTS

24-31 <u>RESIGNATIONS/UNPAID LEAVES OF ABSENCE/EMPLOYMENT</u> – Mrs. Hauer

<u>MOTION</u> – Moved by Mr. Napier to approve the following:

- A. Personnel Professional
 - 1. Resignations
 - a. Madeline Frank, East, 1st grade (effective at the end of the 2023-2024 school year; for personal reasons)
 - b. Nichole Frost, Creekside, 7th grade Math (effective at the end of the 2023-2024 school year; for personal reasons)
 - c. Taylor Haddix, Compass, 5th grade ELA/Social Studies (effective at the end of the 2023-2024 school year; for personal reasons)
 - d. Michelle Jarmon, North, 3rd grade ELA (effective at the end of the 2023-2024 school year; for personal reasons)
 - e. Patricia Lehman, Compass, Intervention Specialist (effective June 1, 2024; for retirement purposes)
 - f. Emma Lewis, North, 3rd grade Math/Science/Social Studies (effective at the end of the 2023-2024 school year; for personal reasons)
 - g. Elijah O'Connor, Crossroads, 7th grade Science (effective at the end of the 2023-2024 school year; for personal reasons)
 - h. Shari Parker, Cincinnati Christian, RN (effective June 1, 2024; for retirement purposes)
 - i. Barbara Wehrung, South, 1st grade (effective at the end of the 2023-2024 school year; for personal reasons)
 - 2. Unpaid Leaves of Absence
 - a. Brianna Elder, District, Speech Language Pathologist (effective for the 2024-2025 school year; for childrearing purposes)
 - b. Nichole Frost, Creekside, 7th grade Math (effective April 30, 2024 through May 22, 2024; for childrearing purposes)

- 3. Employment
 - a. Amber Snyder, District, Occupational Therapist (recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 5, 2024; for a replacement position)
 - b. Academy Extended School Year Administrator 2023-2024

Chrissy Zboril

(The above-named person is recommended for employment as an administrator for the 2024 Academy extended school year as noted, at a rate of \$33.71 per hour for up to eight (8) hours daily during summer school, plus 30 additional hours to be distributed as needed before and after extended school, from May 6, 2024 through July 1, 2024.)

c. Elementary Summer School Principal 2023-2024

Karrie Gallo

(The above-named person is recommended for employment as an administrator for the 2024 elementary summer school program as noted, at a rate of \$33.71 per hour for up to thirty-six (36) hours weekly, plus twenty (20) additional hours to be distributed as needed before, during, and after summer program sessions, from May 30, 2024 through June 27, 2024.)

d. Elementary Summer School Teachers 2023-2024

Amanda Barnette Todd Bradbury **Ricardo Calles** Lindsay Cator Amy Combs Lauren Cummins Sydney Forbush Kari Franchini Sally Hanes Michelle Hilbert Chris Kalejs Supriya Khirwadkar Haley Lewis Tiffany Mason Stacy McQueen Maysoun Musa Kaitlyn Myers Laura Nesi Amv Nutter Samuel Osborne

Michelle Parks Lisa Pesce Jaime Powell **Emily Sawyer Allison Schick** Hallie Sheppard Tracy Sieckman Lee Rhonda Snyder Kailey Stapleton Abigail Stephenson Terri Sunderman Jennifer Swigonsk Linh Tran Jill Vollmer Judy Weekley Lynn Wood

(The above-named persons are recommended for employment as teachers for the 2024 elementary summer school program as needed at the rate of \$33.71 per hour from June 3, 2024 through June 27, 2024. For those candidates not already employed by the Board, recommendations are contingent upon presentation of all required documents.)

e. Extracurricular

Senior High

Bryan Siebenaller, Track, Assistant

f. Non-renewal of Substitute Teachers for 2023-2024 Year End

Alexis Fields Jennafer Morningstar Jaime Powell Abigail Seward Emma Skirvin Alaura Wallace Bernadette Wnek

(The above noted substitute teachers have already worked, or may reach 120 days during the 2023-2024 school year, or they have had, or may have teacher's salary and benefits before the end of the school year due to a long term substitute classroom teacher assignment of 60 consecutive days or more before the end of the school year. Therefore, they must be treated like teachers under limited contract and are entitled to notice of non-renewal. The failure to provide such notice could result in automatic renewal of their contract for the following year.)

Cody Benjamin

(All recommendations are for the 2023-2024 school year at a rate of \$125 per day.)

h. Substitute Nurse 2023-2024

Terri Price

(All recommendations are for the 2023-2024 school year at a rate of \$125 per day.)

<u>SECOND</u> – Seconded by Mrs. Gundrum <u>ROLL CALL</u> – Ayes: Mr. Begley, Mr. Clark. Mrs. Gundrum & Mr. Napier Nays: None Motion Carried: 4-0

24-32 <u>RESIGNATIONS/UNPAID LEAVES OF ABSENCE/EMPLOYMENT/TERMINATION</u>– Mrs. Hauer

MOTION – Moved by Mrs. Gundrum to approve the following:

- B. Personnel Support
 - 1. Resignations
 - a. Deborah Kiefler, Central, Food Service Assistant (effective the end of the day May 22, 2024; for personal reasons)
 - b. Marla Mays, District, Bullying and Harassment Specialist//Title IX Coordinator (effective the end of the day April 7, 2024; for personal reasons)
 - c. Katie Turco, Crossroads, Educational Assistant (effective the end of the day March 22, 2024; for personal reasons)
 - 2. Unpaid Leaves of Absence
 - a. Paula Cocola, Senior High, Food Service Assistant (effective May 14, 2024 through May 22, 2024; for personal reasons)
 - b. Charity Gialloreto, Creekside, Educational Assistant (effective .75-day March 8, 2024 through June 11, 2024; for personal reasons)
 - Janet Gillen, Crossroads, Food Service Assistant (extension of unpaid leave of absence effective March 20, 2024 through May 1, 2024; for personal reasons)
 - 3. Employment

- a. Austin Baer, Maintenance, Custodian (effective April 4, 2024; previously listed as temporary custodian; for a replacement position)
- b. Donna Garrity, South, Food Service Assistant (effective April 9, 2024; for a replacement position)
- c. Cynthia Thompson, Creekside, Educational Assistant (effective April 9, 2024; for a replacement position)
- d. Ashton Wilson, Freshman, Custodian (effective April 4, 2024; previously listed as temporary custodian; for a replacement position)
- 4. Termination
 - a. Garrett French, Freshman, Custodian (effective the end of the day April 1, 2024)

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

<u>SECOND</u> – Seconded by Mr. Clark <u>ROLL CALL</u> – Ayes: Mr. Begley, Mr. Clark, Mrs. Gundrum & Mr. Napier Nays: None Motion Carried: 4-0

C. Items for Board Discussion

1. Book Study – Board of Education and FCSD Leadership Team

The Board Members and Administrators spoke about the book titled, "Culturize: Every Student. Every Day. Whatever It Takes" by Jimmy Casas. Tonight's discussion was over pages 133-194.

 Memorandum of Understanding for a change to the Latchkey Assistant and Latchkey Team Leader wage schedules beginning with the first day of the 2024 summer Latchkey Program – Kim Hauer

Mrs. Hauer stated there is a need to increase fees from \$10 to \$14 per session. This hasn't been increased in over ten years. She also mentioned that there are three vacant positions currently in Latchkey. She proposed to increase hourly rates by \$3 per hour. Mrs. Hauer also mentioned that Latchkey is a self-funded program, no general fund monies are used for their program.

3. Upgrade to the HVAC Controls at Central Elementary, Compass Elementary and the Freshman School – Lance Perry

Mr. Perry stated that HVAC Controls are needing upgrades at Central Elementary, Compass Elementary and Freshman School and funding for this is from the OFCC

Maintenance funds and does not affect the general fund. This will be on the next board agenda for approval.

24-33 <u>APPROVAL OF BOARD POLICY/APPROVAL OF MEMORANDUM OF UNDERSTANDING</u> <u>BETWEEN THE FAIRFIELD BOARD OF EDUCATION AND THE OHIO ASSOCIATION OF</u> <u>PUBLIC SCHOOL EMPLOYEES LOCAL #378 REGARDING A CHANGE TO THE LATCHKEY</u> <u>ASSISTANT AND LATCHKEY TEAM LEADER WAGE SCHEDULE/APPROVAL OF THE</u> <u>FAIRFIELD ATHLETIC DEPARTMENT PHILOSOPHY</u> – Mr. Smith

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

- D. Other Items for Board Action
 - 1. Recommend approval of the following Board Policy:
 - a. IGBEA-R Reading Skills Assessment and Intervention (Third Grade Reading Guarantee)
 - 2. Recommend approval of a Memorandum of Understanding between the Fairfield Board of Education and the Ohio Association of Public School Employees Local #378 regarding a change to the Latchkey Assistant and Latchkey Team Leader wage schedules.
 - 3. Recommend approval of the Fairfield Athletic Department Philosophy.

<u>SECOND</u> – Seconded by Mrs. Gundrum

<u>ROLL CALL</u> – Ayes: Mr. Begley, Mr. Clark, Mrs. Gundrum & Mr. Napier Nays: None Motion Carried: 4-0

TREASURER'S RECOMMENDATIONS AND REPORTS

24-34 <u>APPROVAL OF MINUTES FOR MARCH 21, 2024/APPROVAL OF FINANCIAL REPORTS</u> <u>FOR THE MONTH OF MARCH 2024/APPROVAL OF THE 2023-2024 AMENDED</u> <u>APPROPRIATIONS RESOLUTION/APPROVAL OF DONATIONS/APPROVAL OF DISPOSAL</u> <u>OF FIXED ASSETS</u> – Mrs. Lane

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

A. Recommend approval of the minutes of the following meeting:

March 21, 2024 – Regular Session Meeting

- B. Recommend approval of the financial reports for the month of March 2024.
- C. Recommend approval of the 2023-2024 Amended Appropriations Resolution.
- D. Recommend approval of the following donations:
 - 1. A donation of \$1,000 from Kemba Credit Union to Fairfield South Elementary School's Reading with the Redhawks Reading Contest to be used to purchase books for the library.

- 2. A donation of \$250 from Kemba Credit Union to Fairfield Central Elementary School's Reading with the Redhawks Reading Contest to be used to purchase books for the library.
- 3. A donation of \$750 from the Lindenwald Kiwanis Club of Hamilton/Fairfield to Fairfield City Schools to be used for the 2024 Back-to-School Bash.

Total donations for 2024: \$4,350.00

E. Recommend approval of the disposal of the following fixed assets:

Tag Number	Description	Location
23754	Server	Technology
27191	M55DN Printer	Technology
30523	Server	Technology
30524	Server	Technology
30527	Server	Technology
36880	Laptop	Technology
36928	Laptop	Technology
36955	Laptop	Technology
37219	Laptop	Technology
37412	Laptop	Technology
37463	Laptop	Technology
37558	Laptop	Technology
37616	Laptop	Technology
37647	Laptop	Technology
37660	Laptop	Technology
37681	Laptop	Technology
37763	Laptop	Technology
37845	Laptop	Technology
37853	Laptop	Technology
37968	Laptop	Technology
37979	Laptop	Technology
38153	Laptop	Technology
38169	Laptop	Technology
38182	Laptop	Technology
38202	Laptop	Technology
38222	Laptop	Technology
38227	Laptop	Technology
38311	Laptop	Technology
38331	Laptop	Technology
38816	Laptop	Technology
38864	Laptop	Technology
38866	Laptop	Technology
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S10034	Laptop	Technology
S10036	Laptop	Technology
S10077	Laptop	Technology

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S10168	Laptop	Technology
S10169	Laptop	Technology
S10214	Laptop	Technology
S10295	Laptop	Technology
S10303	Laptop	Technology
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S10358	Laptop	Technology
S10384	Laptop	Technology
S10409	Laptop	Technology
S10414	Laptop	Technology
S10421	Laptop	Technology
S10482	Laptop	Technology
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S10645	Laptop	Technology
S10679	Laptop	Technology
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S10857	Laptop	Technology
S10871	Laptop	Technology
S10884	Laptop	Technology
S10913	Laptop	Technology
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S10965	Laptop	Technology
S10971	Laptop	Technology
S11001	Laptop	Technology
S11034	Laptop	Technology
S11046	Laptop	Technology
S11010 S11062	Laptop	Technology
S11002 S11101	Laptop	Technology
S11173	Laptop	Technology
S11182	Laptop	Technology
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S11359	Laptop	Technology
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S12123	Laptop	Technology
S12163	Laptop	Technology
S12247	Laptop	Technology
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S13596	Laptop	Technology
S13600	Laptop	Technology
S13678	Laptop	Technology
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S14197	Laptop	Technology
S14257	Laptop	Technology
S14296	Laptop	Technology
S14316	Laptop	Technology
S14599	Laptop	Technology
S14647	Laptop	Technology
S14648	Laptop	Technology
S14711	Laptop	Technology
S14735	Laptop	Technology
S14833	Laptop	Technology
S14930	Laptop	Technology
S14959	Laptop	Technology
S14978	Laptop	Technology
S15134	Laptop	Technology
S15352	Laptop	Technology
S15857	Laptop	Technology
S15863	Laptop	Technology
S15923	Laptop	Technology
S15969	Laptop	Technology
S16746	Laptop	Technology
S17711	Laptop	Technology

<u>SECOND</u> – Seconded by Mrs. Gundrum

<u>ROLL CALL</u> – Ayes: Mr. Begley, Mr. Clark, Mrs. Gundrum & Mr. Napier Nays: None Motion Carried: 4-0

COMMITTEE REPORTS

A. Legislative Update – Jerrilynn Gundrum

Nothing to report.

B. Butler Tech – Brian Begley

Mr. Begley said the All Boards Meeting will be held on May 2^{nd} from 4:00-8:00 p.m. This is also the same night as our next Board Meeting.

C. Student Achievement – Abby Berding-Miller

Nothing to report due to Mrs. Berding-Miller's absence.

D. Parks and Recreation – Scott Clark

Mr. Clark stated that Movies in the Park are starting soon with the following movies - June 13 Lightyear, June 27 DC League of Super-Pets, July 11 Back to the Future and July 25 The Super Mario Bros. Movie. This is held in Village Green and movies begin at 7:00 p.m. He

also mentioned Sports Academy begins on June 3rd for golf camp at Harbin Park and also the Farmer's Market returns to Village Green on May 22nd.

E. Planning Commission – Billy Smith

Nothing to report.

ANNOUNCEMENTS

April 18, 2024 – Career Fest, 8:00 – 3:00 PM, Fairfield Senior High School, Arena

April 25-26, 2024 – "Addams Family," 7:00 PM, Fairfield Senior High School, Performing Arts Center – "The Jim and Pat Davis House"

- April 27, 2024 "Addams Family," 2:00 PM & 7:00 PM, Fairfield Senior High School, Performing Arts Center – "The Jim and Pat Davis House"
- April 29, 2024 AP Scholar Night, 6:00 8:00 PM, Oscar Event Center
- April 30. 2024 Fishing Trip for Students with Special Needs, 10:00 AM, Optimist Club, Joyce Park
- May 2, 2024 Butler Tech All Boards Meeting, 4:00 8:00 PM, Butler Tech, Fairfield Township Campus School of the Arts, 3603 Hamilton Middletown Road
- May 2, 2024 Board Meeting, (Work Session), 6:30 PM, Fairfield Senior High School, Catherine D. Milligan Community Room

BOARD MEMBER COMMENTS

Mr. Napier – He commented that it was a great presentation about the fishing trip.

Mrs. Gundrum – She congratulated all the retirees. She wished them all the best.

 $\underline{Mr. Clark}$ – He also congratulated all the retirees and thanked them for all their time. He thanked Mrs. Reed, Ms. Gladish and Mr. Muldoon for the presentation about the fishing trip. He also thanked Mrs. Aug and Ms. Crawley for the EL presentation.

 $\underline{Mr. Begley}$ – He spoke about the three very different presentations tonight. He thanked all the presenters for bringing them tonight. He looks forward to the fishing trip and wishes all the retirees the very best.

24-35 ADJOURNMENT

<u>MOTION</u> – Moved by Mr. Clark to adjourn the meeting. <u>SECOND</u> – Seconded by Mr. Napier <u>ROLL CALL</u> – Ayes: Mr. Begley, Mr. Clark, Mrs. Gundrum & Mr. Napier Motion Carried: 4-0

The meeting was adjourned at 8:03 p.m. by the President, Mr. Begley.

_Attest: _

President

Treasurer