

FAIRFIELD CITY SCHOOLS BOARD OF EDUCATION
REGULAR MEETING
MARCH 18, 2010

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Regular Meeting on the 18th of March 2010 at the Fairfield High School Community Room.

The meeting was called to order by the President at 6:33 pm.

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

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

PLEDGE OF ALLEGIANCE

PRESENTATIONS/RESOLUTIONS

- A. Athletic Training program – Diana Ivkovich, Maddy Goodman, Ally Roark
March is National Athletic Trainer Month

COMMUNICATION

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.

Students, parents, teachers and citizens expressed their concerns and views regarding the cost saving measures recommended by the superintendent.

SUPERINTENDENT'S RECOMMENDATIONS AND REPORTS

10-27 RESIGNATION/LEAVES OF ABSENCE/EMPLOYMENT

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

- A. Personnel -- Certificated
1. Resignations
 - a. Kathrine Clark, Senior High, Art
(effective July 1, 2010; for retirement purposes)
 - b. Nancy Hillman, West, 1st grade
(effective at the end of the day on June 30, 2010; for retirement purposes)
 - c. Dorothy McManiman, Senior High, Intervention Specialist
(effective July 1, 2010; for retirement purposes)
 - d. Gary Trick, Middle, Social Studies teacher and Cross Country Coach
(effective June 1, 2010; for retirement purposes)

2. Leaves of Absence

- a. Jennifer Brown, Freshman, Math
(effective March 23, 2010 through June 2, 2010; for childrearing purposes)
- b. Kelly Herper, West, Title 1
(effective April 7, 2010 through May 21, 2010; for childrearing purposes)
- c. Jennifer Powell, Kindergarten Center, Kindergarten Teacher
(effective .5 on March 1, 2010, through March 2, 2010; for personal medical purposes)
- d. Jody Prather, Intermediate, Intervention Specialist
(effective .25 on March 8, 2010 through June 3, 2010; for medical/maternity leave purposes; FMLA requested)
- e. Suzanne Tunney, East, Intervention Specialist
(effective April 13, 2010 through April 30, 2010; for childrearing purposes)
- f. Tammy Whitton, Middle, Math Teacher
(effective March 1, 2010 through March 26, 2010; for childrearing purposes)

3. Employment

- a. It is recommended that the following persons be issued administrative contracts effective July 1, 2010, as defined below:

Certificated Administrators

Felecia Dorsey, Elementary Asst. Principal (effective July 1, 2010 – June 30, 2013)
Nicholas Linberg, Asst. Principal, Freshman (effective July 1, 2010 – June 30, 2013)
William Miller, Curriculum Coordinator (effective July 1, 2010 – June 30, 2013)
Bradley Potter, Asst. Principal, Senior High (effective July 1, 2010 – June 30, 2012)
Matthew Wissman, Principal, Freshman (effective July 1, 2010 – June 30, 2013)

Classified Administrators

Stephen A. Smith, Supervisor of Building & Grounds (effective July 1, 2010 – June 30, 2012)
William Westerbeck, Director of Transportation (effective July 1, 2010 – June 30, 2012)
Terry Zboril, Asst. Director of Transportation (effective July 1, 2010 – June 30, 2012)

- b. Extracurricular 2009-10

Senior High

James Glaser, Variety Show Director
Keith Neumann, Destination Imagination Gr 9-12
Melanie Riedel, Variety Show Director

Freshman

David Cook, Baseball Assistant

Middle

Aaron Bannister, Track 7th/8th

Ryan Cropper, Track 7th/8th

Peggy Day, Character Education P.E. Club Advisor

Tom Robertson, Tennis 7th/8th

Intermediate

Wendy Starkey, Intramural Volleyball 5th/6th (additional position for 2009-10 only due to student numbers)

c. ESL Tutors

Jack Crain

Rebecca Jones

(Periodically the district has students who qualify for English as a Second Language services as determined through the district's established assessment process. It is recommended that the above-noted person(s) be employed as an ESL Tutor at the rate of \$24.34 per hour, effective for the 2009-2010 school year.)

d. Substitute Teachers

Shannon Abbott

William Arledge

Donald Briggs

Randal Burton Jr.

Karen Chambers

Jacqueline Childs

Jack Crain

Sharon Dowden

Sean Gray

P. David Hicks

George Hughes

Jeannie Meyers

Jennifer McDonald

Galina Serikova

(All recommendations are for the 2009-2010 school year at a rate of \$80.00 per day.)

(All recommendations are contingent upon satisfactory submission of all required documents)

SECOND – Seconded by Mrs. Shorter

Public comments: None

Board comments:

Mr. Murray wished Dorothy McManiman well in her retirement on behalf of himself and his son, Thomas, who was one of her students.

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

10-28 RESIGNATION/LEAVES OF ABSENCE/EMPLOYMENT /PROMOTION

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

B. Personnel -- Classified

1. Resignations

- a. Lois Campbell, Senior High, Educational Assistant
(effective the end of the day March 31, 2010; for retirement purposes)
- b. William Dubois, Middle, Custodian
(effective the end of the day February 26, 2010; for personal reasons)
- c. Sharon Phillips, South, Educational Assistant
(effective the end of the day February 18, 2010; for retirement purposes – deceased)

2. Leaves of Absence

- a. Debbie Barnett, Transportation, Bus Driver
(effective April 4, 2010 through July 4, 2010; extension of unpaid personal medical leave)
- b. Marilyn Kalfus, West, Custodian
(effective February 16, 2010 through May 31, 2010; extension of unpaid personal medical leave)
- c. Nancy Lipton, Central, Educational Assistant
(effective April 1, 2010 through June 30, 2010; extension of unpaid personal leave)
- d. Shellie Patterson, Transportation, Chauffeur
(effective February 26, 2010 through March 24, 2010; extension of unpaid personal medical leave)
- e. Sherry Radford, Transportation, Bus Driver
(effective March 1, 2010 through August 31, 2010; extension of unpaid personal medical leave)

3. Employment

- a. Sharman Rhodus, Senior High, Educational Assistant
(effective March 19, 2010; for a replacement position)

4. Promotion

- a. Tim Hennessey, from District, Custodian, to Intermediate, Head Custodian
(effective March 15, 2010; for a replacement position)

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

10-29 APPROVAL OF POLICIES IGD CO -CURRICULAR AND EXTRA-CURRICULAR ACTIVITIES, JEG EXCLUSIONS & EXEMPTIONS FROM SCHOOL ATTENDANCE, JN STUDENT FEES, FINES, & CHARGES, JM STAFF/STUDENT RELATIONS, GBH STAFF/STUDENT RELATIONS, GBCB STAFF CONDUCT

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

C. Other Items for Board Action

1. Recommend approval of the revisions in the following board policies:
- IGD Co-Curricular and Extra-Curricular Activities
 - JEG Exclusions and Exemptions from School Attendance
 - JN Student Fees, Fines, and Charges
 - JM Staff/Student Relations
 - GBH Staff/Student Relations
 - GBCB Staff Conduct

SECOND – Seconded by Mrs. Shorter

Public comments: None

Board comments:

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

Nays: None

Motion Carried: 5-0

Mrs. Milligan presented the following:

2. Recommend the Superintendent be directed to implement the following staff, program and 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, Freshman and Middle Schools within the following ranges:

Fairfield Senior High and Freshman Schools	17 – 20 FTE teaching positions
Fairfield Middle School	9 – 16 FTE teaching positions

 - Mrs. Milligan stated that it has not been determined what schedules are going to be used.
 - b. Eliminate the elementary transition first grade classrooms 5 FTE teaching positions
 - c. Eliminate the social studies intervention position at Fairfield Middle School and the OGT intervention position at Fairfield Senior High School 2 FTE teaching positions
 - d. Restructure the Curriculum Department to eliminate 3 instructional specialist teaching positions 3 FTE teaching positions
 - e. Restructure secondary library services to eliminate 2.5 media specialist teaching positions 2.5 FTE teaching positions
 - f. Eliminate staff leadership supplemental contracts except for four core positions (Language Arts, Math, Science, and Social Studies), special education, and guidance staff leadership positions at Fairfield Senior High School, and four core positions (Language Arts, Math, Science, and Social Studies) at Fairfield Freshman School (72 supplemental contracts) estimated savings \$270,238
 - g. Eliminate 10 building public relations supplemental contracts estimated savings \$22,030
 - h. Eliminate educational assistants in elementary transition first grade classrooms 2 - 5 FTE educational assistant positions
 - i. Eliminate third shift custodial positions at all buildings 21 FTE custodial positions
 - j. Reduce custodial overtime and subbing estimated savings \$130,319
 - k. Eliminate custodial weekend and holiday building checks estimated savings \$38,849
 - l. Reroute bus stops estimated savings \$29,113
 - m. Reduce building and department budgets by 15% estimated savings \$478,524
 - n. Eliminate participation in consortium for electronic teacher applications estimated savings \$3,000

- o. Secure more cost-effective Employee Assistance Program estimated savings \$12,000

10-30 AMEND AGENDA TO SEPARATE ITEMS B & H (TRANSITION) FOR SEPARATE VOTE

MOTION – Moved by Mr. Murray to amend the agenda to separate Items B & H for vote.

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

10-31 APPROVAL OF ITEMS A, C-G, AND I-O UNDER COST SAVINGS MEASURES

MOTION – Moved by Dr. Morris to approve Items A, C-G, and I-O.

SECOND – Seconded by Mrs. Ko

Board comments:

Mr. Murray

He stated that these are difficult decisions to make and that the district is trying to work more efficiently.

He has issues with cutting the transition program.

Mrs. Ko

She stated that this is not easy. She has seen a lot of emotion in the district. She believes that the district will succeed. She stated that the teachers are wonderful and will provide the best education for our students.

Living within our means is something that we must do.

Mr. Murray

He stated that this is just another step in the process of reductions. By FY 2014 we will be facing a \$30 million deficit. He does not think that people want to be in the same situation as the district faced in 2004 when bussing was cut and pay-to-play was implemented.

Dr. Morris

Nobody on the board wants to punish the students. He advised the students not to underestimate their abilities or talents. He advised them that they will adapt.

He stated that he will support Mrs. Milligan's recommendations.

Mr. Kearns

He stated that he has heard some things that have disturbed him during this process.

He advised the students that if people are telling them that they can not succeed, they need to find some new people. He stated that students will be successful.

Mrs. Shorter

She stated that this is difficult. She stated that she wants all of the kids to know that everyone has to do what they think is best and that this is the hardest decision that she will have to make.

She must do what is best for this district.

She stated that she hates that people are losing their jobs in this process.

She commented that the board needs to make hard decisions to survive in the future.

Public comments:

Students, parents, teachers, union representatives and citizens expressed their concerns and views regarding the cost saving measures recommended by the superintendent.

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

Nays: None

Motion Carried: 5-0

10-32 APPROVAL OF ITEMS B& H UNDER COST SAVINGS MEASURES

MOTION – Moved by Mr. Murray to approve Items B & H under cost savings measures.

SECOND – Seconded by Dr. Morris

Board comments:

Mrs. Ko

She stated that she would like the district to continue to examine the transition program as all day kindergarten becomes available.

Public comments:

Students, parents, teachers and citizens expressed their concerns and views regarding the cost saving measures recommended by the superintendent.

ROLL CALL – Ayes: Mr. Kearns, Dr. Morris

Nays: Mrs. Ko, Mr. Murray & Mrs. Shorter

Motion Defeated: 2-3

10-33 APPROVAL OF MINUTES/APPROVAL OF FINANCIAL REPORTS FOR FEBRUARY 2010/
APPROVAL OF 2009-2010 AMENDED APPROPRIATIONS/DISPOSALS/ RECOMMEND
APPROVAL OF THE RESOLUTION ACCEPTING THE AMOUNTS & RATES AS
DETERMINED BY THE BUDGET COMMISSION & AUTHORIZING NECESSARY
TAX LEVIES & CERTIFYING THEM TO THE COUNTY AUDITOR/DONATIONS

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

TREASURER'S RECOMMENDATIONS AND REPORTS

FAIRFIELD CITY SCHOOLS BOARD OF EDUCATION
REGULAR MEETING
MARCH 18, 2010

- A. Recommend approval of the minutes of the following meetings:
February 18, 2010 – Regular Meeting
March 4, 2010 – Work Session
- B. Recommend approval of the financial reports for the month of February 2010.
- C. Recommend approval of the 2009-2010 Amended Appropriations Resolution.
- D. Recommend approval of the disposal of the following fixed assets:

<u>Tag Number</u>	<u>Description</u>	<u>Location</u>
21385	Cell phone	District Office
06908	Cash register	East Elementary
12825	Ice cream freezer	East Elementary
03557	Computer	East Elementary
200045	Cooler	Freshman School
199916	Computer	Freshman School
01341	Mixer	Freshman School
01345	Range	Freshman School
13608	Floor kettle	Freshman School
19610	Double basket fryer	Freshman School
13611	Walk-in cooler	Freshman School
13614	Walk-in cooler	Freshman School
15654	Gas fryer	Freshman School
14137	Cart tray	High School
07351	Hot dog grill	High School
07357	Ice machine	High School
07373	Single basket fryer	High School
07374	Single basket fryer	High School
07375	Single basket fryer	High School
07376	Single basket fryer	High School
07382	Serving counter refrigerator	High School
07388	Serving counter refrigerator	High School
07389	Serving counter refrigerator	High School
14119	Cash register	High School
14129	Cash register	High School
14136	Cash register	High School
14139	Cash register	High School
14154	Cash register	High School
14155	Cash register	High School
14156	Cash register	High School
14159	Cash register	High School
199974	Cash register	High School
01077	Chopper stock	Intermediate School
05734	Steam floor kettle	Intermediate School
05735	Steam floor kettle	Intermediate School
13053	Hood exhaust	Intermediate School
13054	Hood exhaust	Intermediate School
13055	Hood exhaust	Intermediate School
13056	Hood exhaust	Intermediate School
16272	Printer	Intermediate School
16273	Pin pad	Intermediate School
16274	Pin pad	Intermediate School
16275	Pin pad	Intermediate School
16276	Pin pad	Intermediate School

FAIRFIELD CITY SCHOOLS BOARD OF EDUCATION
 REGULAR MEETING
 MARCH 18, 2010

16277	Pin pad	Intermediate School
16278	Pin pad	Intermediate School
19820	Beverage vending machine	Intermediate School
18877	Computer	Intermediate School
18962	Printer	Intermediate School
18999	Computer	Intermediate School
19729	Copier	Intermediate School
20521	Computer	Intermediate School
20601	Computer	Intermediate School
20873	Computer	Intermediate School
199929	Hobart steam cooker	Middle School
02050	Printer	Middle School
18014	Printer	Middle School
06236	Computer	Middle School
00318	Ice maker	North Elementary
18185	Printer	North Elementary
199937	Convection oven	South Elementary
02115	Cash register	South Elementary
02116	Cash register	South Elementary
06051	Milk cooler	South Elementary
06062	Griddle top range	South Elementary
13068	Double basket fryer	South Elementary
12375	Intercom system	South Elementary
17947	Laptop computer	Special Services
20462	Cell phone	Technology
18870	Convection steamer	West Elementary
16990	Continental cooler	West Elementary
199918	Computer	West Elementary
20814	Scotsman ice machine	West Elementary
00625	Refrigerator	West Elementary
00628	Fryer double basket	West Elementary
00630	Double pressure steamer	West Elementary
07259	Cash register	West Elementary

- E. Recommend approval of the resolution accepting the amounts and rates as determined by the budget commission and authorizing the necessary tax levies and certifying them to the County Auditor. (The Board of Education must formally authorize the levy of taxes and certify its resolution to the county auditor, which provides the legal authority for the levy and collection of taxes and must be taken by the first day of April of each year. ORC 5705.34)

County Auditor's Estimate of Tax Rate To Be Levied:

Bond Retirement Fund	2.72
General Fund	<u>47.01</u>
Total	49.73

- F. Recommend approval of the following donations:
1. A donation of used office materials and furniture valued at approximately \$4,825 from Ohio Casualty Group to Fairfield City School District.
 2. A \$112 donation from Jostens to Fairfield High School for the purpose of Ohio Graduation Test incentives.
 3. A \$1000 donation from Fidelity Charitable Gift Fund (as recommended by Lisa Bowler) to the Candy Aston ESL Scholarship Fund.

4. A \$100 donation from James Sauer to the Fairfield Middle School Science Department to be used for the annual science fair.
5. A \$25 donation from Dr. Donald Bookman to Fairfield South Elementary School for the purpose of family math night activities.
6. A \$25 donation from Veterinary Associates of Cincinnati & Fairfield, Inc (dba Mt. Pleasant Animal Hospital) to Fairfield South Elementary School for the purpose of family math night activities.
7. A donation of 125 boxes of office supplies valued at approximately \$2500 from General Electric's Aviation Division to Fairfield East Elementary School.

Total donations for 2010: \$14,762.00

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

COMMITTEE REPORTS

- A. Butler Tech – Dan Murray
Butler Tech Board meeting is next Tuesday.
The superintendent search is moving ahead and the position should be filled by July 1st.
- B. Fairfield Planning Commission – Mark Morris – No report

ANNOUNCEMENTS

- March 24, 2010 - End of grading period, grades K-8; end of nine weeks, grades 9-12;
One-hour early dismissal, grades K-12
- March 26, 2010 - Spring break begins at end of day
- April 5, 2010 - School resumes after spring break
- April 7, 2010 - Next Board Meeting, 6:30 PM, FHS Community Room

BOARD MEMBER COMMENTS

Mrs. Ko

She wished much success to the marching band for their trip.

Dr. Morris – No comments

Mr. Murray

He reminded everyone that the Choraliers are headed to Nashville for the Showchoir Nationals.

FAIRFIELD CITY SCHOOLS BOARD OF EDUCATION
REGULAR MEETING
MARCH 18, 2010

Mrs. Shorter

She thanked the board members for striving to do what they feel is best.
She thanked Mrs. Milligan and the leadership team.

10-34 EXECUTIVE SESSION

MOTION – Moved by Mr. Murray to recess to Executive Session at 8:58 pm to discuss the following:

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

Collective Bargaining 121.22 (G) (4)

SECOND – Seconded by Mrs. Ko

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 9:56 pm.

10-35 ADJOURNMENT

MOTION – Moved by Mr. Kearns 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 9:58 pm by the President, Mr. Kearns.

President

Attest: _____
Treasurer