The Board of Education of the Fairfield City School District in the County of Butler, State of Ohio, held a Regular Meeting on the 8th of November at the Fairfield Freshman School.

The meeting was called to order by the President at 6:37 pm.

ROLL CALL – Present: Mr. Engel, Dr. Morris, & Mr. Murray
Absent: Mrs. Wenning & Mr. Ball

Also present: Mrs. Milligan, Mr. Amodio, & Mrs. Lane.

Mr. Ball arrived at 6:55 pm.

Mr. Clemmons arrived at 7:00 pm.

SUPERINTENDENT BRIEFING
Mrs. Milligan, Mr. Amodio, and Mrs. Lane reviewed the agenda items.
Mrs. Griffel reviewed the changes in the job description for the Intervention Specialist and the changes to Policy JECAA and Policy JFCF.

PLEDGE OF ALLEGIANCE – 7:00 pm

PRESENTATIONS/RESOLUTIONS

A. Recognition of Barb Guth – for service to children at South Elementary by Mrs. Laney, Principal of South Elementary

B. Recognition of Jonathan Gordon – for work at North Elementary for Eagle Scout project.
Mr. Jeffers, Assistant Principal of North Elementary, presented a plaque to Jonathan. Gordon.

C. Math Plan for the Future – Barbara Bell presented.

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.

Two residents addressed the Board.

SUPERINTENDENT'S RECOMMENDATIONS AND REPORTS

A. Personnel – Certificated

07-149 EMPLOYMENT/UNPAID LEAVES OF ABSENCES/RESIGNATIONS

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

1. Employment

a. Loletta "Ellie" Jordan, Kindergarten Center, Preschool Intervention Specialist (recommended for a new one-year teaching contract effective August 27, 2007, for the 2007-2008 school year, for a replacement position).

b. Extra-curricular 2007-2008

High School
Joel Hippert, Intramural Sports Coordinator, 50%
Patrick Jeanneret, Swim Coach, Boys/Girls
Charlotte Knowlton, Ohio Mock Trial Advisor
John Schmitt, Building Technology Resource Person
Ann Swigart, Building Technology Resource Person

Freshman
Theresa Clayton, Basketball, Girls
Erica Green, Cheer Coach, Basketball
Ashley Stone, Basketball, Girls

Middle School
Georgette Halko, Basketball, Girls, 8th
Jennifer Hartley, Cheerleading Coach, 7th/8th, Basketball
Jared Olson, Wrestling Coach 7th/8th
Kristy Stiens, Drama Club Director 50%
Kelly Walker, Drama Club Director 50%
Michael Woodall, Wrestling, Assistant Coach

North Elementary
Krista Heidenreich, Special Elementary Choral Group

South Elementary
Walt Squier, Intramural Basketball

c. ESL Tutors

Maria Steinbach
(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 $23.34 per hour, effective for the 2007-2008 school year.)

d. Home Instructor

Nathan Eigher
Candice Lessing

(Periodically the district has students who qualify for home instruction by placement on an IEP developed through the Special Services Department. It is recommended that the above-noted person(s) be employed as Home Instructors at the rate of $23.34 per hour, effective for the 2007-2008 school year.)

e. Substitute Teachers

Carty, Karen
King, Erica
Schechtman, Lisa
Scott, Fred
Soergel, Lois
Steed, Rachael
Stevens, Amanda
Tyree, Alfred Jr.

(All recommendations are for the 2007-2008 school year at a rate of $80.00 per day.)
(All recommendations are contingent upon satisfactory submission of all required documents)

2. Unpaid Leaves of Absence

a. Melissa Jackson, East Elementary, 2nd Grade
(effective October 11, 2007, through November 4, 2007, for personal reasons.)

b. Lori Mills, District, Occupational Therapist
(effective on or about November 26, 2007, through December 20, 2007, for childrearing purposes.)

3. Resignations

a. Jay Frentsos, High School, Swim Coach
(effective 2007-2008 school year, for personal reasons.)

b. Nancy Jackson, High School, Interact Advisor
(effective 2007-2008 school year, for personal reasons.)

c. Lori Mills, District, Occupational Therapist, 30% of her contract
(effective January 2, 2008, for childrearing purposes; with approval of this recommendation, this employee will be a 50% employee.)

d. Kelly Naylor, High School, Indian Spirits Sponsor
(effective 2007-2008 school year, for personal reasons.)

SECOND – Seconded by Mr. Ball

Public Comments: None

ROLL CALL-Ayes: Mr. Ball, Mr. Engel, Dr. Morris, & Mr. Murray
Absent: Mrs. Wenning
Nayes: None
Motion Carried: 4-0

B. Personnel – Classified

07-150 EMPLOYMENT/LEAVES OF ABSENCE/RESIGNATIONS/RESCIND

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

1. Employment

   a. Maureen Fields, Middle School, Educational Assistant, 7 hours per day, effective November 9, 2007 (replacement position)

   b. Hillary Mackzum, Kindergarten Center, Educational Assistant, 7 hours per day, 4 days
   per week, effective November 9, 2007 (replacement position)

   c. Amy Prewitt, Sr. High School, Educational Assistant, 7 hours per day, effective November 9, 2007 (replacement position)

   d. Susan Scranton, East Elementary, Educational Assistant, 7 hours per day,
   effective November 9, 2007 (replacement position)

   e. Ann Strunk, Intermediate School, Educational Assistant, 2.5 hours per day, effective November 9, 2007 (replacement position)

2. Leaves of Absence

   a. Pam Sanders, North, Custodian
   (extension of job related medical, effective October 11 – November 7, 2007)

   b. Sue Welch, Transportation, Bus driver
   (unpaid personal medical, effective October 18 – November 19, 2007)

   c. Anna Wilson, Transportation, Bus driver
   (unpaid personal medical, effective October 12 – November 15, 2007)

3. Resignations

   a. Libby Jones, Freshman School, Food Service Assistant, 2 hours per day (effective October 19, 2007, for personal reasons)

   b. Sharon Leonhardt, East Elementary, Educational Assistant, 2 hours per day (effective October 17, 2007, for personal reasons)

   c. Jean Nelson, Intermediate School, Clerk IV (effective October 24, 2007, for personal reasons)

4. Rescind

   a. Marlene Kingery, Middle School, Custodian (effective November 1, 2007 as listed on the October 18, 2007 board agenda)

SECOND – Seconded by Mr. Murray
Public Comments: None

ROLL CALL-Ayes: Mr. Ball, Mr. Engel, Dr. Morris, & Mr. Murray
Absent: Mrs. Wenning
Nayes: None
Motion Carried: 4-0

07-151 APPROVAL OF DEDUCT CHANGE ORDER FOR SAURBER CONSTRUCTION/ VOLUNTEER APPROVAL

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

C. Other Items for Board Action

1. Recommend the approval of a **Deduct** change order for Saurber Construction Inc. for roof replacement at Fairfield Middle School in the amount of $2,000.00 for unused permanent improvement monies.

2. Recommend the approval of a **Deduct** change order for Saurber Construction Inc. for roof replacement at Fairfield South Elementary School in the amount of $5,000.00 for unused permanent improvement monies.

3. Recommend approval of volunteers:

   Anthony Campbell, Wrestling 7th/8th
   Mark Reed, Freshman Basketball Assistant, Boys

(The above-noted person(s) are recommended for approval as volunteer coaches for the 2007-2008 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.)

SECOND – Seconded by Dr. Morris
Public Comments: None

ROLL CALL-Ayes: Mr. Ball, Mr. Engel, Dr. Morris, & Mr. Murray
Absent: Mrs. Wenning
Nayes: None
Motion Carried: 4-0

D. Items for Board Discussion

1. Proposed revision of the 2008-2009 School Calendar

Dr. Morris
He acknowledged that the majority of folks would like the start date pushed back.
He asked about the impact on the athletic practice schedules.
He requested that Mrs. Milligan run the calendar out one more year.

Mrs. Milligan
When she asked the joint PTCs for feedback, they stated that they would like to keep the week at Thanksgiving as a break.

Dr. Morris
He requested feedback on the Thanksgiving Break week only.

2. Review of proposed "Intervention Specialist (Teacher of Children with Disabilities)"job description.
There is no change in duties listed; terminology in job description is being updated.

3. Proposed revision of board policy JECAA – Admission of Homeless Students
Mrs. Milligan reviewed possible revisions to the policy.

4. Review of proposed JFCF-R Hazing and Bullying regulation & JFCF-E report form for Hazing and Bullying
Mrs. Milligan reviewed the regulation and exhibit with the Board.

5. Proposed policy and regulation for Notice of Persons Committing Sexually-Oriented Offenses and/or Juvenile Offenses.
Mrs. Milligan stated that she is still reviewing this proposed policy.

07-152 APPROVAL OF MINUTES/APPROVAL OF FINANCIAL REPORTS FOR OCTOBER 2007/APPROVAL OF 2007-2008 AMENDED APPROPRIATIONS/DISPOSAL OF FIXED ASSETS/DONATIONS

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

TREASURER'S RECOMMENDATIONS AND REPORTS

A. Recommend approval of the minutes of the following meetings:
October 4, 2007 Work Session
October 18, 2007 Regular Session

B. Recommend approval of the financial reports for the month of October 2007.

C. Recommend approval of the 2007-2008 Amended Appropriations Resolution.

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

Tag Number	Description	Location
02020	Printer	Special Services
BCGM4990	Macintosh computer	Special Services
02015	Macintosh computer	Special Services
16280	Battery backup system	Intermediate School
16279	Battery backup system	Intermediate School
12663	Zenith 20" TV	South Elementary
08275	Macintosh computer	Freshman School
13559	Television	Freshman School
15305	Nextel phone	Treasurer
18926	Nextel phone	Public Relations

F. Recommend approval of the following donations:

1. A donation of a bass drum valued at $400 from Darryl Davis for the West Elementary music program.
2. A donation of $25 from April & Eugene Ball for the Fairfield High School Dance Team.
3. A donation of $267 from The Fairfield Middle School PTC for the Read 180 Program.
4. A donation of $10 from Robin & Glen Fridley for the Science Olympiad.
5. A donation of over 600 science books and teacher manuals valued at $13,000 from Sharon Roth. The books are for students at the Freshman and Senior High buildings.

SECOND – Seconded by Mr. Murray
Public Comments: None

ROLL CALL - Ayes: Mr. Ball, Mr. Engel, Dr. Morris, & Mr. Murray
Absent: Mrs. Wenning
Nayes: None
Motion Carried: 4-0

COMMITTEE REPORTS

A. Butler Tech – Eugene Ball
A special board meeting was held to ratify a three year contract with teaching and support staff at Butler Tech.

Northwest Schools are coming on board and the Butler Tech Board will need to add an additional vote to total 11 votes. Edgewood is slated for a total of 2 members. Fairfield will be the next district to provide 2 Butler Tech Board members in 2009.

B. President's Report – Dr. Mark Morris

Update on Racial Equity Team - We participated in a three-day workshop at Miami in September with all consortium members. We then met twice with our district team in Fairfield. Last Friday, we participated in the second all-day workshop with entire consortium at Hueston Woods. We have now scheduled consortium workshops for January, March, and June of 2008. We will continue to meet as a Fairfield team between each consortium event. Our goal is to create plans for our district to develop anti-racist leadership and to eliminate the racial achievement gap that now exists. This is very hard work that will take time, but it is work that we must do. I want to again thank all of the members of the Fairfield team who are putting so much energy and passion into this critically important effort.

ANNOUNCEMENTS

November 19 & 20	Conference Exchange Days – no staff or students
November 21, 22, & 23	Thanksgiving Break
December 6	Board Work Session Meeting 5:00 p.m. H.S. Community Room

BOARD MEMBER COMMENTS

Mr. Engel
He attended the Senior Citizen luncheon at the Intermediate School. Cards were made by students and placed at each place setting.
Interact Club and FCCLA collected canned goods on Halloween for the needy.
He congratulated Mr. Kearns and Mrs. Bailey and stated that he looks forward to working with them.

Mr. Ball
Congratulations to Jerome and Diana.

Mr. Murray

He welcomed Will Mc Ilwain as the new Fairfield Youth Commission representative.

A member of our community, in the Community Voice section of the Journal News, asked this Board about the level of funding that we receive from Ohio's lottery. I got a hold of some information and wanted to share it tonight.

First, all profits from the Ohio lottery are earmarked for K-12 education funding. Second, these funds are part of what this school district gets from the State of Ohio. There are no specific data on how much we get from the lottery, but here are some numbers that will help folks understand the current situation. In 2005, the lottery's profits were just below 30% of its total income, resulting in just over $640M for education. However, the lottery is no windfall for school districts. In 2007, it is estimated that less than 4% of the total K-12 education funding in Ohio will come from lottery profits. Finally, when the lottery was originally established, profits were intended to be supplemental, that is additional funds for districts. However, lottery profits are added into the overall state funding pool, and other funding sources have been redirected to other state needs.

While the state lottery profits are an important source of funds for education in Ohio, they are not and will not be the answer to the state's school funding crisis. There is one other way the lottery helps education in Ohio, each time I buy a losing lottery ticket, I get a little smarter.

I also want to comment on the results from our board of education election of this past Tuesday. First, I want to thank the voters of our community for reaffirming this community's commitment to education. I want to congratulate Diana Bailey and Jerome Kearns for their well deserved victory and I look forward to working with them to keep our school district moving in the right direction. Clearly our community has sent a message to us and we owe it to our community and our students to move ahead in a positive environment.

On that note, we heard very clearly from our community that they want this board to work together for our kids. I know that there are 4 members of this board who are committed to this and that in January there will still be 4 board members committed to working together and representing the values and needs of our entire community. I truly hope that there will be 5 board members that make this commitment. The terms civility and respectfulness were used by many to describe their desires for this board. I now challenge Mr. Engel to follow the desires of this community. I think the most significant action that can be taken to show this community that he is willing to move forward as a member of this board is to stop questioning the motives of public employees, in general, and our talented teachers, staff and administration specifically. I ask that he show respect for those who work hard for our children every day and acknowledge that these fine people are talented, well educated and committed to education.

On a more personal note, during the election campaign, the fact that two board members and one candidate were public employees was often raised and we were often characterized in a very disrespectful manner. Speaking for myself, I am very proud of my career and the 30 years I have spent in the public sector. I am a recognized international expert in my field. I have represented my country around the world and I have met many leaders of other nations. When I read things about myself or see cartoons that depict me as someone that I am not, I feel disrespected. But I can get up every morning and look at myself in the mirror and know that I am doing something that will help others have a better life and a safer environment. And as a board member, I know that I have made decisions based on the needs of our children and the values of this community. I pledge to do the same as long as I am on this board. And I hope for the sake of our community and our kids that each and every member of this board will do the same.

Dr. Morris

Veteran's Dinner: I had the privilege of attending the third annual Veterans' Dinner last Monday evening, where we honored the veterans who work in our district. Our district currently employs 56 veterans with service from WWII to Iraq and to all regions of the globe. This year was extra special because our guest speaker was Captain John O'Neill. Captain O'Neill is the Deputy Commandant of Midshipman at the U.S. Naval Academy and also a proud graduate of the Class of 1981 from Fairfield High School. He is a great example of the outstanding students that we nurture and develop in our District. In addition to speaking at our dinner, Captain O'Neill also spent part of his day with students at Central Elementary. I want to again extend our thanks to Captain O'Neill for sharing his time with us and for his ongoing service to our nation. I also want to thank Food Services Director, Dave Foster, for organizing this wonderful evening.

Election: I want to congratulate Diana Bailey and Jerome Kearns on their election to this Board on Tuesday. I look forward to working with them after they take office in January. I also want to thank our community for selecting two people who I believe will be outstanding leaders through their service on this Board.

As elected officials, we have no better opportunity to gauge how we are doing than with an election. This election was different than previous elections because it presented voters with two very clear and distinct choices. The results clearly indicate which choice our community made. First, our community told us what they **DO NOT** want. Mr. Engel made it clear what he intended to do if given control of this Board, and our community resoundingly and overwhelming said "no" to his reckless fiscal ideas and destructive educational notions.

The second message I believe the voters were telling us is this:

- They value the excellent school district that we now have.
- They value our highly qualified and talented teachers.
- They value the professional administrators leading our buildings.
- They value the leadership of Mrs. Milligan as our Superintendent.
- They value technology in our classrooms.
- They value a wide variety of extra-curricular activities, and
- that they expect us to responsibly evaluate **both** the dollar and the educational costs before making any decisions.

Put another way, the voters told us that they value public education, and they value the benefits that only an excellent school system brings to a community like ours. As a Board, our challenge is to build on the momentum of this election and find ways to better connect with more people and create a long-term community wide consensus.

To do this, I believe our task as a newly constituted Board beginning in January is to offer an alternative plan to the one rejected by the voters on Tuesday. We must reach out further into our community and ask for their guidance and direction as we move forward. I am not exactly sure how we do this, but I will be bringing some of my ideas to the Board for consideration in January, and I expect each and every other board member to do the same. As they say at the NFL draft, we are now on the clock...and our community is watching.

Board Meeting Conduct: I want to close with a personal comment regarding the past few Board meetings. According to Board Policy BCB, as the President, I am responsible for the orderly conduct of our meetings. At our September meeting, Mr. Engel walked out during our public comments...and I sat in silence. At our October meeting, Mr. Engel read a newspaper during our public comments...and I again sat in silence.

I have heard from many of you that you were disappointed in me for not stopping this offensive and disrespectful conduct. At the time, I believed that calling attention to this conduct would have taken the focus off our meeting and placed it on Mr. Engel. I made the decision not to act and instead allow his actions to speak for themselves. Looking back, I may have been mistaken by not speaking up regarding this conduct. To those of you who were disappointed by my lack of action, I apologize.

Let me clearly say that I cannot control the behavior of any member of this Board. Our actions are governed by a voluntary code of ethics. It is up to each member, as individuals, to decide whether or not they will adhere to this ethical code. That being said, I have learned from these situations. I may not be able to prevent this type of conduct from occurring, and I hope I never see it again, but I will never again sit in silence should it occur. So long as I occupy a seat on this Board, I will be your voice and at a minimum state my and your outrage with this type of disrespectful conduct. This Board and this community deserve better, and I will do my best to better meet your expectations.

07-153 EXECUTIVE SESSION

MOTION – Moved by Mr. Ball to recess to Executive Session at 8:16 pm to discuss the following:

Employment & Compensation of Employees ORC 121.22(G) (1)

Pending & Imminent Litigation ORC 121.22(G) (3)

SECOND –Seconded by Mr. Murray
ROLL CALL-Ayes: Mr. Ball, Mr. Engel, Dr. Morris, & Mr. Murray
Absent: Mrs. Wenning
Nayes: None

Motion Carried: 4-0

The Board resumed the Regular Session at 9:11 pm.

07-154 ADJOURNMENT

MOTION – Moved by Mr. Ball to adjourn the meeting.
SECOND – Seconded by Mr. Engel
ROLL CALL – Ayes: Mr. Ball, Mr. Engel, Dr. Morris, & Mr. Murray
Absent: Mrs. Wenning
Nayes: None
Motion carried: 4-0

The meeting was adjourned at 9:12 pm by the President, Dr. Morris.

_____Attest:_____
President Treasurer