

The Board of Education of the Fairfield City School District in the County of Butler, State of Ohio, held a Work Session on the 5th day of June 2008 at the Fairfield High School Community Room.

The meeting was called to order by the President at 5:30 pm.

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

Also present: Mrs. Milligan & Mrs. Lane
Mr. Clemmons arrived at 5:51 pm.

PLEDGE OF ALLEGIANCE

Dr. Morris recognized the passing of parent Scott Roark.

ITEMS FOR BOARD DISCUSSION

A. Commercial ads on take-home materials

Randy Oppenheimer explained that a company would like to put their company logo information on “take-home folders”. He would like guidance from the Board on this issue.

Dr. Morris questioned the appropriateness of the ads. He asked how you would decide what type of ads are appropriate.

Mrs. Bailey thought it would be okay as long as it is age appropriate.

Mr. Kearns would like to see what guidelines or policies are out there from other districts.

B. Substitutions for Physical Education credit

Mrs. Milligan stated that there is some interest by parents regarding sports, cheerleading, and marching band and whether or not they may be considered for physical education credit. The students would still need to take health.

Mrs. Fitzharris addressed the Board regarding this waiver. The curriculum department would like the Board’s view. This comes out of Senate Bill 311 which was effective April 4, 2007.

Mrs. Bailey thinks it is a great idea. Some guidelines need to be set.

Mr. Engel asked how much this would free up a student. The response was that it would free the student up for one period.

Mr. Kearns asked when the physical education credit started. The response was freshman year.

Mr. Murray asked if there is enough time in health class to satisfy the PE credit. He also asked if the bill defined “sports?”

Mrs. Milligan stated that we could look at a pilot group to do this.

C. Business Director draft job description

Mr. Engel would like to see the person have a business license.

Dr. Morris stated that he does not disagree with that thought, but he thinks that an administrative certificate is fine.

The title of the position is fine with the Board. It was requested that the following be added to the job description - “exempt” or non-exempt” from overtime and also “full time” or “part time” status.

D. Racial Equity Team work/funding

Dr. Morris stated that the group is looking at adding an additional co-hort to the consortium. He would like a sense from the Board about funding the project. It will cost more than \$2000 to support this team next year.

The ultimate goal is to close the racial achievement gap.

Mr. Engel asked for an explanation of what the group has done.

Mr. Kearns feels that we need to continue the process as we made a commitment. He would like to honor that commitment.

Mrs. Bailey stated that anything we do to implement a program to help with Adequate Yearly Progress (AYP) is going to cost us some money.

Mr. Murray stated that the group has his support to continue.

E. Student Success Summit update – June 12, July 10, August 14

The meetings are scheduled for the 2nd Tuesday of each month at 7:00 pm at the district office. The Board will be looking at the data.

F. Update on Language Arts adoptions

Phyllis Gethers reported to the Board.

G. Course changes at Senior High – Bonnie Fitzharris

1. Art – Change Stained Glass class to Visual Arts Class
2. Math – Integrated classes were phased out as credit courses, but kept for intervention.
3. Teacher Academy – The staff would like this class to be weighted as an honors credit.

- H. Policies for review: JHG Reporting Child Abuse
EEBA & EEBA-R Use of School-Owned Vehicles
Liz Griffel presented both of the draft policies.
- I. Permanent Improvement proposals 2009-2013 – Mrs. Milligan & Mrs. Roche

08-67 EXECUTIVE SESSION

MOTION – Moved by Mr. Murray to recess to Executive Session at 7:31 pm to discuss the following:

- Employment and Compensation of Personnel 121.22 (G) (1)
- Purchase of Property 121.22 (G) (2)

SECOND – Seconded by Mrs. Bailey

ROLL CALL – Ayes: Mrs. Bailey, Mr. Engel, Mr. Kearns, Dr. Morris, & Mr. Murray

Nays: None

Motion Carried: 5-0

The Board resumed the Regular Session at 8:13 pm.

Mrs. Milligan made the following requests to the Board:

I request that the Board amend the agenda on page 3 under item 4. “Employment, to add item s.” to read: Recommend approval of the employment of Chad Lewis as Business Director, on a three-year administrative contract for 228 days effective July 1, 2008, through June 30, 2011. To be placed on Range 3 of the Certificated Administrators Salary Schedule. This is for a replacement position.

I recommend that the Board revise the agenda on page 7 to add item 4. as follows: Recommend approval of the revision of Certificated Administrative Salary Range 3 to eliminate the position Title “Administrative Assistant for Business” and replace it with the position title “Business Director”

08-68 AMEND AGENDA TO INCLUDE PAGE 3 UNDER ITEM 4. “EMPLOYMENT, TO ADD ITEM S” TO READ: RECOMMEND APPROVAL OF THE EMPLOYMENT OF CHAD LEWIS AS BUSINESS DIRECTOR, ON A THREE-YEAR ADMINISTRATIVE CONTRACT FOR 228 DAYS EFFECTIVE JULY 1, 2008, THROUGH JUNE 30, 2011. TO BE PLACED ON RANGE 3 OF THE CERTIFICATED ADMINISTRATORS SALARY SCHEDULE. THIS IS FOR A REPLACEMENT POSITION/AMEND AGENDA TO INCLUDE REVISE THE
AGENDA ON PAGE 7 TO ADD ITEM 4. AS FOLLOWS: RECOMMEND APPROVAL OF THE REVISION OF CERTIFICATED ADMINISTRATIVE SALARY RANGE 3 TO ELIMINATE THE POSITION TITLE “ADMINISTRATIVE ASSISTANT FOR BUSINESS”
AND REPLACE IT WITH THE POSITION TITLE “BUSINESS DIRECTOR”

MOTION: Moved by Dr. Morris to amend the agenda as requested by Mrs. Milligan.

SECOND – Seconded by Mr. Murray

Public comments: None

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

SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

08-69 RESIGNATIONS/LEAVE OF ABSENCE/RESCIND/CORRECTIONS/EMPLOYMENT

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

A. Personnel -- Certificated

1. Resignations

- a. Daniel Beckenhaupt, Freshman, Principal
(effective July 1, 2008; for personal reasons)
- b. Charles “Doc” Gamble, Senior High, Athletic Director, Assistant
(effective with the 2008-09 school year; for personal reasons)
- c. Mark Harden, Senior High, English
(effective at the end of the 2007-2008 school year; for personal reasons)
- d. Valerie Isaac, Intermediate School, Public Relations Representative
(effective with the 2008-09 school year; for personal reasons)
- e. Adam Reed, Middle, Golf Coach Boys
(effective with the 2008-09 school year; for personal reasons)
- f. John Schmitt, Senior High, Intramural Sports Coordinator
(effective with the 2008-09 school year, resigning 50% of the position, for personal reasons)
- g. Mary Showman, Senior High, Spanish
(effective at the end of the 2007-2008 school year; for personal reasons)
- h. Jane Smith, Middle, Intervention Specialist
(effective at the end of the 2007-2008 school year; for personal reasons)

2. Leave of Absence

- a. Mary Showman, Senior High, Spanish
(effective April 17, 2008 and May 30, 2008; for personal reasons)
- b. Jennifer Stenger, District, Speech Language Pathologist
(effective May 12, 2008 through June 10, 2008; for childrearing purposes)

3. Rescind/Corrections

- a. Jason Laflin, Middle School, Building Technology Resource Person
(Rescind previous descriptor as “Technical Director,” effective with the 2008-09 school year)
- b. Candace Minor, West, 3rd grade
(Rescind resignation date of July 1, 2008, for retirement purposes. Approve resignation effective August 1, 2008, for retirement purposes.)
- c. Correct the following extracurricular contracts to 50% (previously listed as 100%) for the 2008-2009 school year

Judy Darwish, Middle School, Drug Free Advisor, 50%
Kelly Dzeich, Middle School, Drug Free Advisor, 50%
Kristin Hauenstein, Senior High, Student Government Advisor, 50%
Linda Kessler, Middle School, Department Head Special Education, 50%
Kristy Stiens, Middle School, Drama Director, 50 %
Robin Turner, Middle School, Department Head Integrated Language Arts, 50%
Kelly Walker, Middle School, Drama Director, 50%
Chelsea Webber, Senior High, Student Government Advisor, 50%

4. Employment

- a. Andrew Brinker, Middle, 7th grade Social Studies
(recommended for a new one-year limited teaching contract for the 2008-2009 school year, effective August 25, 2008, for a replacement position)
- b. David Cook, Intermediate, 5th grade Math
(recommended for a new one-year limited teaching contract for the 2008-2009 school year, effective August 25, 2008, for a replacement position)
- c. Adam Crosby, Middle, 8th grade Science
(recommended for a new one-year limited teaching contract for the 2008-2009 school year, effective August 25, 2008, for a replacement position)
- d. Jennifer Crosby, Kindergarten Center, Intervention Specialist
(recommended for a new one-year limited teaching contract for the 2008-2009 school year, effective August 25, 2008, for a replacement position)
- e. Lisa Downie, East, 3rd grade
(recommended for a new two-year limited teaching contract for the 2008-2009 school year, effective August 25, 2008, for a replacement position)

- f. Kevin Fletcher, Senior High, Physical Education/Health
(recommended for a new one-year limited teaching contract for the 2008-2009 school year, effective August 25, 2008, for a replacement position)
- g. Kathryn Hunter, Middle, Assistant Principal
(recommended for a new two-year administrative contract effective July 1, 2008, through June 30, 2010, for 213 days on administrative salary range II, for a replacement position)
- h. Kyle Jones, Senior High, Chemistry
(recommended for a new one-year limited teaching contract for the 2008-2009 school year, effective August 25, 2008, for a replacement position)
- i. Matthew Kollstedt, Intermediate, 6th grade Science
(recommended for a new one-year limited teaching contract for the 2008-2009 school year, effective August 25, 2008, for a replacement position)
- j. Allison Lindemann, East, Art, 50%
(recommended for a new one-year limited teaching contract for the 2008-2009 school year, effective August 25, 2008, for a replacement position)
- k. Lori Mills, District, Occupational Therapist, additional 10%
(effective for the 2008-2009 school year. Ms. Mills currently holds a 30% contract with the District; approval of this recommendation will bring her to 40% status.)
- l. Sandra Stegman, Intermediate, 5th grade Language Arts
(recommended for a new one-year limited teaching contract for the 2008-2009 school year, effective August 25, 2008, for a replacement position)
- m. Paula Wagner, East, 4th grade, 50%
(recommended for a new one-year limited teaching contract for the 2008-2009 school year, effective August 25, 2008, for a replacement position)
- n. Extracurricular 2008-2009
 - Tim Adams, Senior High, Baseball, Assistant
 - Jeff Clark, Senior High, Vocal Music Director 10-12
 - Becky Doak, Senior High, Softball, Assistant
 - Greg Dodge, Senior High, Chess Coach
 - Kurt Etter, Senior High, Basketball, Head Coach, Boys
 - Zach Ewen, Freshman, Baseball, Assistant
 - Celeste Feingold, Freshman, Agents of Change
 - Kurt Fielden, Senior High, Golf, Reserve
 - Kurt Fielden, Senior High, Tennis, Boys
 - Sarah Fitzstephens, Senior High, Soccer, Assistant, Girls
 - Diana Francis, Senior High, Library, Extended Day

FAIRFIELD CITY SCHOOLS
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James Glaser, Senior High, Technical Director, Stage
Lisa Gundler, Intermediate, Department Head, Art/P.E.
Erica Green, Senior High, Cheer Coach, Football
Erica Green, Senior High, Cheer Coach, Basketball
Kim Hall, Intermediate, 5th grade Math Department Leader
Joel Hippert, Senior High, Baseball, Reserve Assistant
Mikie Hubbard, Senior High, Soccer, Assistant, Boys
Mark Jones, Senior High, Golf, Assistant, Boys
Pat King, Central Elementary, Unit Leader, grade 1
Jason Laflin, Senior High, Wrestling, Assistant
Ian Lubbers, Senior High, Soccer, Assistant, Boys
Amy Mahaffey, Senior High, Film Club Advisor
Brian McEldowney, Senior High, Basketball, Assistant, Boys
Brian McEldowney, Senior High, Volleyball, Assistant, Boys
Jeff McCune, Senior High, Football, Varsity Assistant
Jeff McCune, Senior High, Track & Field, Head Coach
Michael Meiser, Senior High, Cross Country, Head Coach
Cathy Ogilvie, Senior High, Swim/Dive Coach, Boys/Girls
Patrick O'Leary, Senior High, Soccer, Assistant, Boys
Elizabeth Pettit, Central Elementary, Unit Leader, grade 4
Adam Reed, Freshman, Baseball
Adam Reed, Freshman, Basketball, Boys
Gail Riehl, Senior High, Golf, Head Coach, Girls
Allison Rittenhouse, Intermediate, Public Relations Representative
Nina Rose, Senior High, S.A.D.D. Sponsor
John Schmitt, Senior High, Public Relations Representative
Corey Simmins, Senior High, Department Head, English 10-12
Jeff Sims, Senior High, Golf, Head Coach, Boys
Julie Sowers, Senior High, International Club Sponsor
Harvey Stansell, Freshman, Wrestling, Assistant
Damien Strecker, Senior High, Academic Team
Damien Strecker, Senior High, African American Voices of Youth
Brenda Stieger, Senior High, Softball, Head Coach
Chris Stover, East Elementary, Special Elementary Choral Group
Chris Trentman, Senior High, Basketball, Assistant, Boys
Jody Vash, Intermediate, 6th grade Language Arts Department Leader
Lonna Walker, Senior High, Destination Imagination 9-12
Jennifer Webb, Senior High, Softball, Assistant
Brian Weinewuth, Senior High, Baseball, Assistant
Greg Whited, Freshman, Athletic Director
Jill Wilhelm, Senior High, Band, Head Director

o. Summer School Teachers

Dennis Gentry
Mike Kinnard

FAIRFIELD CITY SCHOOLS
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(The above-named persons are recommended for employment as summer school teachers as needed at the rate of \$23.34 per hour for up to nine hours per day from June 16 through August 21, 2008. For those candidates not already employed by the Board, recommendations are contingent upon presentation of all required documents.)

Summer School, One Way Farm

Linda North

(It is recommended that the above-named person be employed as a summer school teacher at One Way Farm at the rate of \$23.34 per hour, effective from June 16, 2008 through August 1, 2008, six hours per day, Monday through Thursday. Funding comes from Title I Neglected funds allocated for One Way Farm.)

Cindy Ray

(It is recommended that the above-named person be employed as a summer school teacher at One Way Farm at the rate of \$23.34 per hour, effective from June 16, 2008 through August 1, 2008, four hours per week. Funding comes from Title I Neglected funds allocated for One Way Farm.)

p. Home Instructors

Valerie Theile

(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.)

q. Substitute Teacher

Michelle Rampton

(Recommendation for the 2008-2009 school year at a rate of \$80.00 per day.)

r. Substitute Teacher

Stephanie DeLong

(Recommendation 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)

s. Recommend approval of the employment of Chad Lewis as Business Director, on a three-year administrative contract for 228 days effective July 1, 2008, through June 30, 2011. To be placed on Range 3 of the Certificated Administrators Salary Schedule. This is for replacement purposes.

Public comments: None

Comments: Mr. Murray stated that whenever we can promote from within it is a great thing. Mrs. Bailey stated that we have a lot of talented people here.

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

B. Other Items for Board Action

08-70 APPROVAL OF LANGUAGE ARTS SERIES READING STREET FOR TRANSITION & FIRST GRADE CLASSES/APPROVAL OF ADVANCED PLACEMENT ENGLISH LITERATURE: PERINE’S LITERATURE/APPROVAL TO ADVERTISE FOR BIDS FOR SENIOR HIGH PAC SOUND SYSTEM IMPROVEMENTS/REVISION TO SALARY RANGE AND JOB TITLE FOR ADMINISTRATIVE ASSISTANT FOR BUSINESS

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

1. Recommend adoption of Language Arts series for transition first grade classes:
Reading Street
Scott Foresman Publishers
c. 2008
2. Recommend textbook adoption for Advanced Placement English Literature:
Perrine’s Literature
Thomas R. Arp & Greg Johnson (authors)
Wadsworth Cengage Learning
c. 2009
3. Recommend approval for the treasurer to advertise for bids for Fairfield Senior High School Performing Arts Center sound system improvements.
4. Recommend approval of the revision of Certificated Administrative Salary Range 3 to eliminate the position title “Administrative Assistant for Business” and replace it with the position title “Business Director”.

SECOND – Seconded by Mrs. Bailey

Public comments: None

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

ANNOUNCEMENTS

June 8 Graduation, Cintas Center, Xavier University 2:00 pm
June 9 Last day of school for staff and students grades 1-11
June 10 Last day of school for kindergarten and kindergarten staff

June 27 Board Meeting – High School Community Room 8:00 am

BOARD MEMBER COMMENTS

Mr. Engel

He congratulated the seniors.

During last year's school board race, Mrs. Bailey pledged to unite regional school boards to lobby Columbus for more school funding. She claimed she was going to start her own committee in January. At our 5-1-08 board meeting, I asked her to provide our community with a progress report.

At our last meeting, Mrs. Bailey claimed that an OSBA grass roots campaign had already started. Then she tried to blame me for her failure to create her own committee. She claimed I should have made her aware of this other committee. Ridiculous. She seems to forget that this was her campaign idea. So how can she hold me responsible for implementing it? Come on, Mrs. Bailey. Tell our community the truth. Are you going to form your own committee as promised? Or do you plan on passing the buck to the OSBA committee to address school funding in Columbus?

She also claimed my 33 cost-saving ideas would only get our district out of the red for one year. Her statement is misleading. My ideas would actually generate over \$10-million in savings. I suggest she consult our treasurer because her assumption is dead wrong.

Here is what she said: "As for your ideas or plans whichever we're calling it. You stated your plan would cut \$8,000,000 and balance our budget." Once again, Mrs. Bailey is misleading the public. Please listen closely. I shared my plan at the 5-1-08 work session and published it on my web site. So, for Mrs. Bailey's sake, I will share my plan again. My plan involves a balanced budget that will result in no new operating levies. That is the plan! Since I wish to run a balanced budget, it should be expected that I have some idea as to how we could achieve that goal. Therefore, I presented 33 cost saving ideas to the board. I also said that I do not believe it is the duty of the board to tell the superintendent what she must cut to balance the budget. It is the duty of the board to give her a budget and demand she live within it. How the budget is balanced is a function of the board as a whole. So again, for Mrs. Bailey's sake, my plan is to run a balanced budget void of operating levies. How we do that is a function of the entire board and the board is free to accept or reject any or all of my cost-cutting and revenue-generating ideas.

Mrs. Bailey proceeded to say, and I quote "Well, Mr. Engel, aside from the fact that having all teachers teach 6 hours a day in the classroom and eliminate their planning period all together, that's what I heard too." Sadly, Mrs. Bailey once again purposely chose to mislead the public. During my 5-15-08 board presentation, I said the following: "Immediately after sharing my ideas with the board at our" (5-1-08 work session) "both Mr. Kearns and Mr. Morris purposely mislead the public and claimed I wanted to take the planning period away from our teachers. I believe the hidden agenda behind their misinformation is to inflame the staff. Mr. Kearns told me he reviewed the October work session video and Mr. Morris was at the work session. They both know the truth about what I said. My comment was that we should move the planning period to the beginning or end of the day. This would allow our teachers to teach 6 hours in the middle of the day." Mrs. Bailey clearly was more interested in inflaming the staff than presenting the truth to the public. She was made aware of the facts, but chose to repeat idle gossip instead of the truth. She undoubtedly heard the lie about my wanting to take our teachers planning period. The problem is, she didn't hear it from me. If you are an honorable person, Mrs. Bailey, then you

Mr. Engel's comments (cont.)

will review the entire October 2007 work session video and extend an apology to both me and the community.

Moreover, Mrs. Bailey claimed we would end up losing teachers if we require them to teach 6 hours a day. If some teachers resign due to a 6 hour teaching day, then perhaps they were here for the money and not our kids. Bottom line is, Mrs. Bailey has no proof that any of our teachers would leave. If she is going to make that claim, then she should have facts to back it up. I believe her claim is emotional hot air. The same emotions will be used to sell the next operating levy in 2009. There will be no facts. Just a lot of emotion to deceive the voters.

truth Mrs. Bailey remarked that even if we adopt the cost-saving ideas, we will need an operating levy unless something is done in Columbus. We have been looking to Columbus for more money for years. The is, there is no money in Columbus and the taxpayers are tapped out. In order to pump more money into our schools, our legislators would have to raise taxes somewhere else. Because our legislators want to stay in office, they will not propose legislation that increases the tax burden of their constituents. If Mrs. Bailey had talked to the legislators in Columbus, as I've done, then she would know that.

to Mrs. Bailey also claimed it was my responsibility to provide the details of my 33 cost saving ideas. She criticized me for not doing my own homework. I hate to burst her bubble, but it's not Mrs. Bailey's job assign me homework. I do not work for her. She is not my mother or teacher. Secondly, the plans and ideas I present here belong to me. She, as well as the rest of the board, can accept them or reject them. Just where is it written that a board member must provide details to implement ideas? Where is the requirement to calculate exactly how much money we could save? Those duties are the responsibility of the staff while under the direction of the board.

It was definitely refreshing to hear Mrs. Bailey say there are some good ideas amongst the 33 presented to the board. However, I am very disappointed that she and the other board members haven't proposed any ideas of their own.

Mr. Kearns recently claimed a good school board member is a good listener and criticized me for not being a good listener. Well, there is plenty of evidence that Mrs. Bailey, Mr. Kearns and Mr. Morris all have a hard time listening to what I say.

Finally, based on Mrs. Bailey's response to my question, we should not count on her to form a committee to address school funding in Columbus. She seems to be blaming everybody but herself for her failure and broken campaign promise.

One more thing. At our last board meeting, during the superintendent's briefing, Mr. Morris and Mr. Murray were discussing the chairing of a meeting that he, Mr. Morris, was going to miss. Mr. Morris said, and I wrote this down immediately, "You need practice being Fuehrer, the dictator." Mr. Morris, I think it's very important that you explain to our community just what you meant. Do you really think you are the dictator? I remind you that tomorrow is the anniversary of D-Day. Thousands of American soldiers gave their lives to defeat another "Fuehrer" named Adolf Hitler. Is this who you want to be compared to ??

He is disappointed in Mr. Engel. He had spent one and one half hours with Mr. Engel before the last board meeting. He stated, "Mr. Engel, I did listen to you." It is a false statement to state that I did not listen to you.

He thanked Mrs. Milligan for her assistance with the Superintendent Evaluation Process. He will Email the evaluation to the board.

Mrs. Bailey

She is looking forward to graduation.
She is very disappointed in Mr. Engel.

She printed the Code of Ethics off the OSBA website and read them to the public.

Mr. Murray

Mr. Kearns and I will report to the Board by the July 14th meeting regarding funding options for the District.

He is excited about graduation and about his son graduating. He thanked the district for all of the support that has been given to his son. He thanked Diane Parrett for all that she has done for the district.

He thanked Cathy Milligan for her leadership

Dr. Morris

A board member is needed to serve on the District Leadership Team.
We are all very passionate about our opinions.

08-71 ADJOURNMENT

MOTION – Moved by Dr. Morris to adjourn the meeting.

SECOND – Seconded by Mr. Murray

ROLL CALL – Ayes: Mrs. Bailey, Mr. Engel, Mr. Kearns, Dr. Morris, & Mr. Murray

Nays: None

Motion Carried: 5-0

The meeting was adjourned at 9:04 pm by the President, Dr. Morris.

President

Attest: _____
Treasurer