

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Regular Meeting on the 20th of August 2020 that was held at Fairfield High School in the Catherine D. Milligan Community Room.

The meeting was called to order at 6:30 pm by the President, Mr. Berding.

ROLL CALL – Present: Mr. Begley, Mr. Berding, Mrs. Gundrum, Mrs. O’Neal & Mrs. Shorter
Absent: None

Also present: Mr. Smith, Mrs. Lane, Mr. Martin, Mrs. Aug, Mr. Penney & Mr. Clemmons

PLEDGE OF ALLEGIANCE – Michael Berding

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. 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 dialog at this time. Presentations are limited to five (5) minutes each.

Two parents addressed the Board with concerns.

SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

20-80 EXTRACURRICULAR RESIGNATIONS/EXTRACURRICULAR CORRECTIONS/EMPLOYMENT – Mr. Martin

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

A. Personnel – Professional

1. Extracurricular Resignations 2020-2021
 - a. Chelsey Cavender, Compass, Drama Club Advisor
(effective with the 2020-2021 school year, for personal reasons)
2. Extracurricular Corrections 2020-2021
 - a. **Senior High - Correction from August 6, 2020**
Tyler Smith, Football, 35% (corrected from 75% contract to 35% contract)
Matt Tyla, Football, 75% (corrected from 35% contract to 75% contract)
3. Employment
 - a. Lauren Cummins, North, Kindergarten, 50%
(recommended for a new one-year limited teaching contract for the 2020-2021 school year, effective August 17, 2020; for a new position)

- b. Jennifer Davidson, South, Kindergarten
(recommended for a new one-year limited teaching contract for the 2020-2021 school year, effective August 17, 2020; for a replacement position)
- c. Extracurriculars - 2020-2021

Senior High

Kalu Abass, Boys Soccer Assistant
Tommy Begley, Baseball Head Coach
Daquain Butler, Football Sophomore Assistant, 28%
Daquain Butler, Football Varsity Assistant, 35%
Ricardo Calles-Acevedo, Spanish Club
Justin Epure, Boys Golf Assistant Coach
Erik Geiser, Football Varsity Assistant, 70%
Erik Geiser, Football Sophomore Assistant 40%
Andrea Gemperle, Track Assistant Coach
Nick Gray, Boys Golf Varsity Coach
Angie Gray, Girls Volleyball Assistant Coach
Zachary Green, Marching Band Instructor
Jessi Grimes, Girls Volleyball Head Coach
Kelsey Grosser, Assistant, Girls Tennis
John Hembree, Football Varsity Assistant 75%
John Hembree, Football Sophomore Assistant 40%
Amy Hippert, Softball, Assistant Coach
Chris Hubbard, Boys Volleyball Head Coach
Christian Johnson, Boys Soccer Head Coach
Darren Ling, Marching Band Co-Director
Whitney McKee, Girls Tennis Head Coach
Joe Snively, Football Varsity Assistant, 92%
Maddie Wessel, Marching Band Associate Director
Derek Wiggins, Football Varsity Assistant 38%
Derek Wiggins, Football Sophomore Assistant 28%
Jill Wilhelm, Marching Band Co-Director
Erin Williams, Marching Band Assistant Director

Freshman

Daquain Butler, Football Assistant, 10%
Kylie Frank, Cheer Coach Football
Kylie Frank, Cheer Coach Basketball
Andrew Guenther, Athletic Director
Zack Waddell, Football Coach 80%
Derek Wiggins, Football Assistant 10%

Middle – Middle Creekside and Middle Crossroads combined

Allen Caldwell, Football
Eric Gross, Football
Jim Hauser, Cross Country Coach
Jamil Manning, Football

Ken Mitchell, Football

Middle – Creekside Middle

Lanita Drake, Intramural Director, 6th

Lanita Drake, Intramural Basketball, Boys 6th

Jennifer Barthelemy, Intramural Basketball Boys 6th

Jennifer Painter, Cheer Coach 7th/8th Basketball

Middle – Crossroads Middle

Jennifer Painter, Cheer Coach 7th/ 8th Basketball

d. Home Instructors 2020-2021

Will Amburgey

Ashely Angel

Melissa Blower

Damon Bullock

Jennifer Charles

Terrell Davis

Katie Donohoue

Jessica Dukes

Judy Falcone

Diane Gerde

Kelsey Grosser

Rodney Hubbard

Shana Hudson

Mike Jones-Short

Matt Kollstedt

Jennifer Krause

Susan Lindberg

Natalie Loy

Caryn May

Haley McCarthy-Trick

Julia McQueen

Beth Moore

Sonia Newbright

Linda North

Heather Packo

Lauren Phillips

Harriett Richardson

Connor Roberts

Brecka Russo

Lisa Schiering

Dawn Schneider

Jenny Sheehy

Elizabeth Shields

Kathryn Spradling

Terri Sunderman

Jennifer Waters
Kristine Welsh

(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 \$31.46 per hour, effective for the 2020-21 school year.)

e. Substitute Teachers 2020-2021

Jesse Albrecht
Lori Boyd-Kelly
Catherine Hudson
Christopher Turner

(All recommendations are for the 2020-21 school year at a rate of \$94 per day.)

f. Substitute Nurses 2020-2021

Kristin Lahti

(All recommendations are for the 2020-21 school year at a rate of \$94 per day.)

g. Volunteers 2020-2021

Samantha O'Shea
Patrick Compton

(The above-noted persons are recommended for approval as volunteer coaches for the 2020-21 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.)

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

SECOND – Seconded by Mrs. O'Neal

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mrs. Gundrum, Mrs. O'Neal & Mrs. Shorter

Nays: None

Motion Carried: 5-0

20-81 RESIGNATIONS/EMPLOYMENT – Mr. Penney

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

B. Personnel – Support

1. Resignations

- a. Paula Belknap, North, Food Service Assistant
(effective the end the of the day August 18, 2020; to accept another position within the district)

- b. Bethia Bolton, West, Latchkey Assistant
(effective the end of the 2019-2020 school year; for personal reasons)
 - c. Darion Capers, Creekside, Educational Assistant
(effective the end of the day August 11, 2020; for personal reasons)
 - d. Taylor Fields, Compass, Food Service Assistant
(effective the end of the day August 18, 2020; to accept another position within the district)
 - e. Joseph Hamm, Transportation, Bus Driver
(effective the end of the day August 31, 2020; for retirement purposes)
 - f. Mary Ellen Hayden, Senior High, Educational Assistant
(effective the end of the 2019-2020 school year; for retirement purposes)
 - g. Kelly Henson, East, Food Service Assistant
(effective the end of the 2019-2020 school year; for personal reasons)
 - h. Brenda Martinson, East, Educational Assistant
(effective the end of the 2019-2020 school year; for personal reasons)
 - i. James Palmieri, Senior High, Educational Assistant
(effective the end of the 2019-2020 school year; for personal reasons)
 - j. Lillie Singletary, Creekside, Educational Assistant
(effective the end of the day August 14, 2020; for personal reasons)
 - k. Christy Smith, Transportation, Educational Assistant
(effective the end of the day August 18, 2020; to accept another position within the district)
 - l. Deborah Tanner, North, Educational Assistant
(effective the end of the day August 17, 2020; for personal reasons)
 - m. Christina Toulouse, West, Educational Assistant
(effective the end of the day August 14, 2020; to accept another position within the district)
 - n. Lesha Williams, Transportation, Chauffer Driver
(effective the end of the 2019-2020 school year; for personal reasons)
2. Employment
- a. Paula Belknap, South, Educational Assistant
(effective August 19, 2020; for a new position)

- b. DaQuain Butler, Senior High, Educational Assistant
(effective August 19, 2020; for a replacement position)
- c. Shannon Dearing, West, Educational Assistant
(effective August 19, 2020; for a replacement position)
- d. Patricia Einsfeld, Transportation, Educational Assistant
(effective August 19, 2020; for a replacement position)
- e. Taylor Fields, Compass, Latchkey Assistant
(effective August 19, 2020; for a replacement position)
- f. Alan Holbrook, East, Custodian
(effective August 17, 2020; for a replacement position)
- g. Natalie Hecker, Transportation, Bus Driver
(effective August 19, 2020; for a replacement position)
- h. Raymon Jones, Freshman, Educational Assistant
(effective August 19, 2020; for a replacement position)
- i. Karla Kingsley-Weaver, Transportation, Bus Driver
(effective August 19, 2020; for a replacement position)
- j. Beverly Pierman, Compass, Educational Assistant
(effective August 19, 2020; for a replacement position)
- k. Christy Smith, Transportation, Bus Driver
(effective August 19, 2020; for a replacement position)
- l. Christina Toulouse, Senior High, Secretary II
(effective August 17, 2020; for a replacement position)
- m. Building Test Coordinator Assistant

Ira Begley

(To be paid \$94 per day, up to a maximum of 80 days for the 2020-2021 school year)

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

SECOND – Seconded by Mrs. Gundrum

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mrs. Gundrum, Mrs. O’Neal & Mrs. Shorter

Nayes: None

Motion Carried: 5-0

C. Items for Board Discussion

1. Proposed negotiated agreement between the Fairfield Board of Education and the Ohio Association of Public School Employees Locals #205, #378, and #568 effective July 1, 2020 through June 30, 2023 – Joe Penney

A 2.5% base increase for each year of the agreement.

A twenty-five cent increase was made for each of the chauffer's steps.

Step 25 was added.

The agreement is retroactive to July 1, 2020.

2. Proposed negotiated agreement between the Fairfield Board of Education and the Ohio Association of Public School Employees Local #727 effective July 1, 2020 through June 30, 2023 – Joe Penney

A 2.5% base increase for each year of the agreement.

The agreement is retroactive to July 1, 2020.

3. Memorandum of Understanding between the Ohio Association of Public School Employees (OAPSE) Locals #205, #378, #568 regarding job assignments for start of 2020-2021 school year due to reduced student schedule August 21, 2020 through December 31, 2020. – Joe Penney

The district can assign duties to support staff outside of their classification through December 31, 2020, in exchange for no reduction in force through December 31, 2020.

4. HVAC Air Assessment Update - Joe Penney

The cost for the installations of UVC disinfection units throughout the district is \$815,000.

The cost for MERV13 filters is \$30,000.

Activated carbon filters are a disposable item for masks.

Mrs. Shorter stated that it makes sense for the MERV13 filters if the system can handle it. She would love to see the district achieve that level. She would like the district to put together information for parents regarding masks and filters.

Mrs. Gundrum stated that the MERV13 filters seem to be more economical. She asked how often they need to be changed.

Response: every 6 months

Mr. Begley thanked Mr. Penney for his efforts. He supports the MERV13 filters.

Mr. Berding agrees that the MERV13 filters are a great option.

5. Board Policies

- a. GCPD – Suspension and Termination of Professional Staff Members – Roger Martin

- b. GDPD – Suspension, Demotion and Termination of Support Staff Members – Roger Martin
- c. JED – Student Absences and Excuses – Roger Martin
- d. JEGA – Permanent Exclusion – Roger Martin
- e. JFCF – Hazing and Bullying – Roger Martin
- f. JFCF-R – Hazing and Bullying – Roger Martin
- g. JG – Student Discipline – Roger Martin
- h. JGD – Student Suspension – Roger Martin
- i. JGDA – Emergency Removal of Student – Roger Martin
- j. JGE – Student Expulsion – Roger Martin
- k. KLD – Public Complaints about District Personnel – Roger Martin

Updates were made due to new language for Title IX.

6. Coronavirus Relief Fund Update - Nancy Lane

Mrs. Lane provided an update to the Board. The \$511,000 in grant money will be used for virtual learning licenses and web cameras.

20-82 APPROVAL OF NEGOTIATED AGREEMENT BETWEEN THE FAIRFIELD BOARD OF EDUCATION & THE OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES LOCALS #205, #378 & #568 EFFECTIVE 07/01/20 – 06/30/23/APPROVAL OF THE NEGOTIATED AGREEMENT BETWEEN THE FAIRFIELD BOARD OF EDUCATION AND THE OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES LOCAL #727 EFFECTIVE 07/01/20 – 06/30/23/APPROVAL OF A MEMORANDUM OF UNDERSTANDING BETWEEN THE OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES (OAPSE) LOCALS # 205, # 378 & #568 REGARDING JOB ASSIGNMENTS FOR START OF 2020-2021 SCHOOL YEAR DUE TO REDUCED STUDENT SCHEDULE 08/21/20-12/31/20/APPROVAL OF AN ADDENDA AMENDMENT TO THE ALTERNATIVE TRANSPORTATION SERVICES CONTRACT WITH UNIVERSAL TRANSPORTATION SYSTEMS, LLC, EFFECTIVE 08/01/20 – 06/30/21/APPROVAL OF THE REVISIONS TO THE CONFIDENTIAL SALARY SCHEDULE AND THE ADJUSTMENT OF SALARIES OF 2.5% EFFECTIVE 07/01/20, 2.5% EFFECTIVE 07/01/21 & 2.5% EFFECTIVE 07/01/22/APPROVAL OF OHIO DEPARTMENT OF EDUCATION REMOTE LEARNING PLAN/APPROVAL OF SCIENCE COURSE OF STUDY (K-8)/APPROVAL OF BOARD POLICIES

MOTION – Moved by Mrs. O’Neal to approve the following:

D. Other Items for Board Action

1. Recommend the approval of the negotiated agreement between the Fairfield Board of Education and the Ohio Association of Public School Employees Locals #205, #378, and #568 effective July 1, 2020 through June 30, 2023.
2. Recommend the approval of the negotiated agreement between the Fairfield Board of Education and the Ohio Association of Public School Employees Local #727 effective July 1, 2020 through June 30, 2023.
3. Recommend the approval of the Memorandum of Understanding between the Ohio Association of Public School Employees (OAPSE) Locals #205, #378, #568 regarding job assignments for start of 2020-2021 school year due to reduced student schedule August 21, 2020 through December 31, 2020.
4. Recommend approval of an addenda amendment to the Alternative Transportation Services Contract with Universal Transportation Systems, LLC, effective August 1, 2020 through June 30, 2021.
5. Recommend approval of the revisions to the confidential salary schedule and the adjustment of salaries as follows:

Effective July 1, 2020	2.5%
Effective July 1, 2021	2.5%
Effective July 1, 2022	2.5%
6. Recommend approval of Ohio Department of Education Remote Learning Plan
7. Recommend approval of Science Course of Study (K-8)
8. Recommend approval of the following Board policies:
 - a. GCPD – Suspension and Termination of Professional Staff Members
 - b. GDPD – Suspension, Demotion and Termination of Support Staff Members
 - c. JED – Student Absences and Excuses
 - d. JEGA – Permanent Exclusion
 - e. JFCF – Hazing and Bullying
 - f. JFCF-R – Hazing and Bullying
 - g. JG – Student Discipline
 - h. JGD – Student Suspension
 - i. JGDA – Emergency Removal of Student

- j. JGE – Student Expulsion
- k. KLD – Public Complaints about District Personnel

SECOND – Seconded by Mr. Begley

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mrs. Gundrum, Mrs. O’Neal & Mrs. Shorter
Nays: None
Motion Carried: 5-0

20-83 APPROVAL OF MINUTES/APPROVAL OF FINANCIAL REPORTS FOR JULY 2020/
APPROVAL OF THE 2020-2021 AMENDED APPROPRIATIONS RESOLUTION/
DISPOSALS/DONATIONS/APPROVAL TO AUTHORIZE THE TREASURER TO PAY
INVOICES AGAINST PURCHASE ORDERS THAT HAVE NOT BEEN PROCESSED IN
ACCORDANCE WITH SECTION 5705.41(D)

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

TREASURER’S RECOMMENDATIONS AND REPORTS

- A. Recommend approval of the minutes of the following meetings:

July 16, 2020 – Regular Meeting
July 28, 2020 – Special Meeting
August 6, 2020 – Regular Work Session Meeting

- B. Recommend approval of the financial reports for the month of July 2020.
- C. Recommend approval of the 2020-2021 Amended Appropriations Resolution.
- D. Recommend approval of the disposal of the following fixed assets:

<u>Tag Number</u>	<u>Description</u>	<u>Location</u>
7417	Television	High School
14303	Projector	High School
14524	Tattle Tape	High School
14526	Desk	High School
18004	Television	High School

- E. Recommend approval of the following donations:

1. A donation of 144 backpacks valued at \$648 from AurGroup Federal Credit Union to the Fairfield City School District.
2. A donation of gift cards valued at \$140 from American Fidelity to the Fairfield City School District.

Total donations for 2020: \$27,588.00

- F. Recommend approval to authorize the Treasurer to pay invoices against the following purchase orders that have not been processed in accordance with Section 5705.41(D):
1. Purchase order #2004544 – Murphy Supply Company - \$9,887.00
(Purchase order was not put into place before invoice date-due to COVID19 shutdown)
 2. Purchase order #2100868 – Merchants Security - \$3,025.26
(Original purchase order from prior fiscal year closed in error)

SECOND – Seconded by Mrs. Gundrum

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mrs. Gundrum, Mrs. O’Neal & Mrs. Shorter
Nays: None
Motion Carried: 5-0

COMMITTEE REPORTS

A. Legislative Update – Balena Shorter

House Bill 305 – Cupp Patterson is starting to gather more interest.

House Bill 478 – School vouchers – may see changes during the lame duck session.

B. Butler Tech – Michael Berding

School started last week for Butler Tech students.

The first Board of Education meeting in person was held last Tuesday.

Ninety-four percent of the 2020 graduates were starting in their career field, in college or had joined the military.

C. Planning Commission – Brian Begley – No report

D. Student Achievement - Carrie O’Neal

The drum majors for marching band were acknowledged by Mrs. O’Neal. They are Alena Dorning, Kyla McWhorter, Alena Scott and Mariah Whitney.

ANNOUNCEMENTS

August 24, 2020 - A - K Students Report

August 27, 2020 - L - Z Students Report

August 27, 2020 - First Day of School for Virtual Learners

September 3, 2020 - Board Meeting (Work Session) 6:30PM, FHS Catherine D. Milligan
Community Room

September 4, 2020 - Inservice Day #2 (No Students)

September 7, 2020 - Labor Day (No School)

BOARD MEMBER COMMENTS

Mrs. O'Neal

She is excited about the start of the new school year. It is hard to see the empty spaces that should be filled with students and staff.

Mr. Begley

He followed up on the comment made in the public session stating that the Board should “find it in their hearts” to serve students five days a week.

The decisions made by the Board must be based on rules and guidance rather than an emotional decision from the heart. The Board voted to follow the Hybrid Model based on guidelines and acknowledges that it is a difficult situation and an inconvenience for families.

National reports as well show that the Hybrid Model is the best chance to maintain some in person contact for staff and students. Butler Tech has reported success with the model.

The Board will consider the return to the five days a week in person learning as soon as that is a viable recommendation. The goal is to have staff and students back soon.

He asked everyone to wear a mask, practice social distancing, wash hands and to have a great year.

Mrs. Gundrum

She thanked Mr. Begley for his words.

She thanked the administration for all of the hard work put into getting ready for this school year.

She appreciated the flexibility shown by administration.

Mrs. Shorter

She echoed all of the comments made tonight and agrees that it is good to get back to school.

She wishes everyone a safe and good school year.

She thanked Mr. Penney for putting his proposal together.

She thanked Mr. Martin for his work on the policies.

She complimented Mrs. O'Neal on her opening day words for the staff.

She thanked Mrs. Lane for managing the funding for the district.

She thanked the administration for all of the work they have done and acknowledged that the Board depends on everyone.

Mr. Berding

He was so impressed and moved by Mrs. O'Neal's words on opening day. They were very heartfelt.

He thanked Mr. Smith for answering all of the emails from parents. He stated that he works incredibly hard. He either responds quickly or passes the request on to the appropriate person.

He asks parents to wait for the right answer if it cannot be provided immediately. Despite the fact that the district is providing good communication with parents, not everyone understands what is behind the decisions.

He appreciates all of the work going on in the district by the leadership team. He acknowledges that everyone is exhausted at the start of the school year.

He thanked Mrs. Shorter for her expertise in clarifying aspects of Mr. Penney's proposal.

BOARD MEMBER COMMENTS (continued)

Mr. Berding

He asked everyone to not take negative comments personally and that the decisions made are sound and the best for staff, students and families.

He reminded everyone that each decision for aspects of the school year must be based on specific criteria and must be independent of other aspects of the school year.

20-84 EXECUTIVE SESSION

MOTION – Moved by Mr. Begley to recess to Executive Session at 7:45 pm to discuss the following:

Purchase or Sale of Real Estate 121.22 (G) (2)
Court Action 121.22 (G) (3) - Pending or Imminent Litigation

SECOND – Seconded by Mrs. O’Neal

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mrs. Gundrum, Mrs. O’Neal & Mrs. Shorter
Nays: None
Motion Carried: 5-0

The Board resumed the meeting at 8:13 pm.

20-85 ADJOURNMENT

MOTION – Moved by Mr. Begley to adjourn the meeting.

SECOND – Seconded by Mrs. O’Neal

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mrs. Gundrum, Mrs. O’Neal & Mrs. Shorter
Nays: None
Motion Carried: 5-0

The meeting was adjourned at 8:14 pm by the President, Mr. Berding.

President

Attest: _____
Treasurer