

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Work Session on the 1st of October 2020 in the Catherine D. Milligan Community Room.

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

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

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

PLEDGE OF ALLEGIANCE – Michael Berding

SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

20-96 RESIGNATION/UNPAID LEAVE OF ABSENCE/EMPLOYMENT – Mr. Martin

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

A. Personnel – Professional

1. Resignation

- a. Dawn Warren Hildreth, District, EL Instructional Specialist
(effective at the end of the 2020-2021 school year; for personal reasons)

2. Extracurricular Resignations 2020-2021

- a. Michael Day, Creekside, Harry Potter Club Advisor
(effective 2020-2021 school year; for personal reasons)
- b. Theresa Hibbard, Crossroads, Leadership Weekend Coordinator
(effective 2020-2021 school year; for personal reasons)
- c. Amy Hippert, Creekside, Assistant Athletic Director
(75% of contract effective September 15, 2020; for personal reasons)

3. Unpaid Leave of Absence

- a. Jessica Trimble, West, 2nd grade
(effective October 5, 2020 through November 6, 2020; for childrearing purposes)

4. Employment

- a. Extracurriculars – 2020-2021

Senior High

Melissa Blower, Chick-Fil-A Advisor

Mindy Reed, Assistant Drama Director

Middle –Creekside Middle and Crossroads Middle (combined)
Nick White, Football

Middle – Creekside Middle
Stefanie Lawson, Volleyball 7th/8th
Samantha Pfirman, Volleyball 7th/8th
Craig Reed, Intramural Swimming 6th

East Elementary
Allison Collins, Student Council Sponsor 50%

b. Substitute Teacher 2020-2021

Ralph Newlin

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

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

SECOND – Seconded by Mrs. Shorter

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

Nays: None

Motion Carried: 4-0

20-97 RESIGNATIONS/UNPAID LEAVE OF ABSENCE/EMPLOYMENT – Mr. Penney

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

B. Personnel - Support

1. Resignations

- a. Pamela Blevins, East, Latchkey Assistant
(effective the end of the day September 10, 2020; for personal reasons)
- b. Kerri Miller, East, Educational Assistant
(effective the end of the day September 29, 2020; to accept another position within the district)
- c. Kristine Partlow, Compass, Educational Assistant
(effective the end of the day September 18, 2020; to accept another position within the district)

2. Unpaid Leave of Absence

- a. Lori Urrutia, North, Latchkey Assistant

(effective .25 day on September 22, 2020 through December 31, 2020; for personal reasons)

3. Employment

- a. Deanna Bays, South, Educational Support Assistant
(effective September 21, 2020; for a new position)
- b. Denese Keener, Compass, Educational Support Assistant
(effective September 28, 2020; for a new position)
- c. Joseph Lally, East, Educational Support Assistant
(effective September 28, 2020; for a new position)
- d. Carla Magers, West, Latchkey Assistant
(effective September 21, 2020; for a replacement position)
- e. Chelsea Martin, Transportation, Bus Driver
(effective September 21, 2020; for a replacement position)
- f. Kristen Mason, Compass, Educational Support Assistant
(effective September 28, 2020; for a new position)
- g. Tiffany McManis, South, Educational Support Assistant
(effective September 21, 2020; for a new position)
- h. Kerri Miller, East, Educational Support Assistant
(effective September 30, 2020; for a new position)
- i. Kristine Partlow, Compass, Educational Support Assistant
(effective September 21, 2020; for a new position)
- j. Zahia Qushier, South, Educational Support Assistant
(effective September 21, 2020; for a new position)
- k. Emily Sawyer, South, Educational Support Assistant
(effective September 21, 2020; for a new position)
- l. Marie Sok, East, Educational Support Assistant
(effective September 28, 2020; for a new position)

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

SECOND – Seconded by Mrs. Shorter

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

Nays: None

Motion Carried: 4-0

C. Items for Board Discussion

1. High School Counseling Department Advisory Board – Michael Berding

Mr. Berding received an email from Ms. Braun, a high school counselor.

She would like a Board member to join the High School Counseling Department Advisory Board which has established the following goals:

make recommendations regarding student & community needs

make recommendations for the Counseling Department's response to needs

advocate for and support the Counseling Department as a whole

The advisory board meets two times a year – October 21st and June 2nd.

Both meetings are from 10:00 – 11:00 am at the high school.

Mr. Begley volunteered to serve on the advisory board.

Mr. Berding asked that Mr. Begley report back to the Board.

2. Book Study – Billy Smith

The Board and administrators will be reading My Black Friend Says... Lessons in Equality, Inclusion and Cultural Competency written by Heather S. Fleming.

Mr. Smith has distributed a schedule of reading assignments to the Board.

Mr. Berding pointed out that a book study is a goal of the Board for each school year.

3. FCSD Response to COVID 19 – Past, Present, and Future – District Office
Administrative Team

The District Office Administrative Team presented an overview of how the COVID-19 pandemic has affected the school district. Topics that were covered included Student Services, Human Resources, Curriculum & Instruction, Special Education, Communication – students, parents & staff, Business Office, Financial Implications and the Future.

Board members commented on the presentation.

Mrs. Shorter thanked the team for putting the presentation together. She assured everyone that she has been studying the latest data available and that she has concluded that the dominant strategy to reduce the number of cases is the use of masks.

She reminded everyone that all decisions are well thought out and that the Board and administrators can only do the best they can based on the data available. She wants everyone to know that she cares about the public, students and staff.

She asked Mr. Smith what the fall back plan will be as we enter flu season and COVID 19 numbers increase.

Response: The district will be prepared to change on a dime. Community health experts will be consulted again and the district would go back to the hybrid model if that is in the best interest of the kids as well as public safety.

Statistics are checked daily on the number of staff and students that are affected by

COVID 19.

Mrs. Gundrum wanted to know how students can socially distance for classes like band or music.

Response: Guidelines are being developed for each elective area.

Mrs. Gundrum asked if individual buildings could be shut down if the numbers are higher in that building.

Response: The experts would be consulted before a building would be shut down.

It is possible that a specific building would need to shut down and the students would be on the Continuity of Learning Plan.

She also asked if any of the cases reported are connected.

Response: Each case is unique.

20-98 APPROVAL OF RESOLUTION FOR THE CONTINUED OPERATION OF FAIRFIELD CITY SCHOOLS DURING THE 2020-2021 SCHOOL YEAR /APPROVAL OF GRADES 6-8 TECHNOLOGY FEE FOR THE 2020-2021 SCHOOL YEAR/APPROVAL OF LOCALLY CREATED GRADUATION SEALS

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

D. Other Items for Board Action

1. Recommend Approval of the Following Resolution:

RESOLUTION FOR THE CONTINUED OPERATION OF FAIRFIELD CITY SCHOOLS DURING THE 2020-2021 SCHOOL YEAR

WHEREAS, this Board believes that the District's school buildings can continue to be operated with students and staff present with appropriate safety precautions taken as recommended by the State of Ohio and Butler County Health Department; and

WHEREAS, this Board believes that the District's students and parents/guardians should continue to be provided with an alternative virtual learning option in lieu of in-person attendance at school buildings.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Fairfield City School District as follows:

Section 1. All District schools will be open for student and staff attendance as provided in Section 2 hereof on and after October 26, 2020, subject to the requirement that applicable guidelines of the State of Ohio and Butler County Health Department are to be followed to the extent practicable.

Section 2. The Board hereby authorizes and adopts the face to face learning model as defined by the Fairfield City Schools Instructional Models Plan attached hereto as Exhibit “A”.

Section 3. The Board also hereby authorizes and approves the continuation of an alternative virtual learning option in lieu of the face to face model described in Section 2 above for those parents/guardians and/or students who do not wish to attend school buildings in person. This option will be developed and implemented by the Superintendent and Curriculum Department. The parents/guardians or the student will select this option depending upon the age and/or legal status of the student.

Section 4. The Superintendent is hereby directed to implement the programs identified in Sections 2 and 3 above and to establish and provide procedures, guidelines and regulations for the implementation of said programs as necessary or appropriate.

Section 5. The provisions of this resolution shall remain subject to future modification or revocation by further action of this Board

2. Recommend approval of Grades 6-8 Technology Fee for the 2020-2021 school year.
3. Recommend approval of Locally Created Graduation Seals.

SECOND – Seconded by Mrs. Shorter

The Board shared comments before voting.

Mrs. Shorter wants the public to know that the district has upgraded the HVAC systems as well as other measures to make the environment as safe as possible for students and staff. However, there are no guarantees. She is going to stay prayerful. We are flexible, but we must move forward.

Mrs. Gundrum stated that this is a difficult decision. She has received countless emails and that there are lots of different views on how we should move forward. This is a tough step but there is no way that everyone can be happy.

Mr. Begley stated that the Board had to make a tough decision over two months ago, but the hybrid model has served the district well. It was based on the data that was available. However, it did create issues and hardships.

He appreciates the presentation that was made by administration tonight.

He also appreciates the fact that Mr. Smith and Mr. Berding responded to all of the emails to let stakeholders know that we heard them. He read all of the emails as well.

After prayerful consideration, he knows the district is making things as safe as they can be and although it is not perfect, it is our new normal.

One thing he is certain of – this change is in the best interest of students for future academic success.

Mr. Berding stated that Mr. Smith has been in constant communication with other superintendents in Butler County and that he has reached out to Board members in other school districts.

He found it heartbreaking to hear from the staff with medical conditions.

He acknowledges that students are struggling as their families suffer from financial and emotional issues. He is concerned about the students that are not getting basic services including meals as the families are not able to pick up the food items.

The Board recognizes that mental health is as important as educational issues.

He does not read social media; rather he listens to health officials.

He trusts the staff to remind students of regulations that will keep them safe – teachers have always risen to the challenge.

He trusts the administrative team to tackle any issues as they occur. The school district has shown that we can handle anything if we work together.

He made a special plea to parents to help by keeping a student home that is ill or shows any symptoms. This is critical to maintain a five day a week face to face learning environment. A more diligent approach will allow us to continue to provide a safe environment for students and staff.

He commended the school district for doing a great job.

For all of the reasons he stated, he is in favor of the face to face learning model.

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mrs. Gundrum & Mrs. Shorter
Nays: None
Motion Carried: 4-0

COMMITTEE REPORTS

- A. Legislative Update – Balena Shorter – No report
- B. Butler Tech – Michael Berding – No report
- C. Planning Commission – Brian Begley – No report

ANNOUNCEMENTS

October 6, 2020 – Special Board Meeting, 6:00 PM, Fairfield Administration Building, Large Conference Room A

October 7, 2020 - Business Advisory Council Meeting 1:00-2:00 PM. This is a virtual meeting. Please contact Mandy Aug at aug_m@fairfieldcityschools.com if you are interested in attending virtually.

October 7, 2020 - District Community Diversity Alliance Meeting 6:00-7:30 PM. This is a virtual meeting. Please contact Gina Gentry-Fletcher at gentry-fletcher_g@fairfieldcityschools.com if you are interested in attending virtually.

October 8, 2020 – Special Board Meeting, 6:00 PM, Fairfield Administration Building, Large Conference Room A

October 15, 2020 – Board Meeting, 6:30 PM, FHS Catherine D. Milligan Community Room
October 16-19, 2020 – Fall Break, No School

BOARD MEMBER COMMENTS

Mrs. Gundrum

She would like to thank everyone attending the meeting. That shows her that people care about our district.

She has been in contact with Mr. Smith and the administrative staff with questions and they have always given her answers, which she appreciates. She is thankful for the work they have put in and will continue to put in to make a safe and healthy environment for as many as possible.

Mrs. Shorter

She would like to thank everyone for their research and diligence and attention to detail which has helped in making this decision. She appreciates the staff.

She thanked the staff and community that reached out by email. She read those emails and she thanked Mr. Smith for answering them. She stated that the staff and community were heard, and concerns were understood. She thanked everyone for being involved and caring enough to voice their opinion. She wants to support in any way that she can.

She reminded everyone to be safe.

Mr. Begley

He echoes the comments made.

He thanked the staff, teachers, support staff and students for bringing us to this point.

He reminded the students that they will need to be diligent and disciplined.

He stated we do not know what will happen, but he is hoping for the best.

He reminded everyone to be safe.

Mr. Berding

He thanked the community, businesses, parents, teachers and administrators in getting the school year started. Everyone has chipped in, including parents substituting as teachers.

If students are quarantined, parents must be there for their students as well. He asked everyone to keep up the good work.

He thanked all of the teachers for sharing data and wished everyone the best year ever!

This school year has proven that we can all work like a team.

20-99 EXECUTIVE SESSION

MOTION – Moved by Mr. Begley to recess to Executive Session at 9:12 pm to discuss the following:

The employment and discipline of public employees 121.22 (G) (1)

SECOND – Seconded by Mrs. Shorter

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

Nays: None

Motion Carried: 4-0

The Board resumed the meeting at 9:46 pm.

20-100 ADJOURNMENT

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

SECOND – Seconded by Mrs. Shorter

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

Nays: None

Motion Carried: 4-0

The meeting was adjourned at 9:47 pm by the President, Mr. Berding.

President

Attest: _____
Treasurer