

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Regular Meeting on the 10<sup>th</sup> of December 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, Mr. Clark, Mrs. Gundrum & Mrs. Shorter  
Absent: None

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

PLEDGE OF ALLEGIANCE – Balena Shorter

#### PRESENTATIONS/RESOLUTIONS

##### A. Equity Progress Report – Equity Leadership Team

Staff gave an update on the Diversity Plan.

Board discussion followed the presentation.

Mrs. Shorter thanked the staff for their presentation. She commented that the Equity Team changes with the changes in the district.

Mr. Begley commented that there is tremendous improvement in Pilar I.

Mrs. Gundrum thanked all involved in the work. She appreciates their work.

Mr. Clark said this was well done. He asked how we engage minority students into taking more Advanced Placement Classes.

Response: Mrs. Baker believes that we need to start with younger students.

Mr. Clark stated that it is important to check in with families who have received support from the district. He commented that the information that presented was great.

Mr. Berding thanked Mrs. Hayes and all of the team for their work. He thanked Mr. Martin for his recruitment of diverse staff. He thanked Ms. Gilbert and Mrs. Baker for pointing out things that need improved upon and thanked them for their leadership.

##### B. North Elementary School Spotlight – Denise Hayes

Board discussion followed the presentation.

Mrs. Shorter stated that this is awesome. She stated that North is meeting the needs of all Students. She thanked Mrs. Hayes for all that North is doing.

Mr. Begley thanked Mrs. Hayes and stated that he is glad that the district is reaching virtual students.

Mrs. Gundrum thanked the staff for coming up with ways to engage the students and staff.

Mr. Clark thinks it is great that North tries to connect with all students. He is glad that they are taking care of staff and students. He thanked them for all that they do.

Mr. Berding thanked the staff for all that they do. He commented that students are getting so much more than just learning their ABCs. He applauded the teachers for doing all that they can do to try and help all students. He is appreciative of the staff also.

#### COMMUNICATION - None

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

#### SUPERINTENDENT'S RECOMMENDATIONS AND REPORTS

##### 20-124 RESIGNATIONS/EMPLOYMENT/CORRECTION – Mr. Martin

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

#### A. Personnel – Professional

##### 1. Resignations

- a. Thomas Knueven, Creekside, Band  
(effective June 1, 2021; for retirement purposes)
- b. Jennie Thompson, District, Coordinator of Elementary Curriculum & Instruction  
(effective June 30, 2021; for retirement purposes)

##### 2. Employment

- a. Extracurriculars – 2020-2021

#### **Middle – Creekside Middle and Crossroads Middle**

Drew Brinker, Wrestling, 7<sup>th</sup>/8<sup>th</sup> Grade  
Jason Laflin, Wrestling, 7<sup>th</sup>/8<sup>th</sup> Grade

#### **Middle – Creekside Middle**

Jacob Fields, Jazz Band Co-Director  
Calvin Phiffer, Basketball, Girls 7<sup>th</sup>/8<sup>th</sup> Grade

#### **Middle – Crossroads Middle**

Michael Mynhier, Yearbook, 8<sup>th</sup> Grade

Melissa Partin, Yearbook, 8<sup>th</sup> Grade

b. Substitute Teachers 2020-2021

Laura Taylor

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

3. Correction

- a. Walt Squier, South, Physical Education  
(effective date of resignation changed from June 1, 2021 to December 31, 2020;  
for retirement purposes)

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

SECOND – Seconded by Mr. Clark

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

Nays: None

Motion Carried: 5-0

20-125 RESIGNATIONS/UNPAID LEAVE OF ABSENCE/EMPLOYMENT/  
PROMOTION – Mr. Penney

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

B. Personnel – Support

1. Resignations

- a. Melinda Bauer, Crossroads, Educational Assistant  
(effective the end of the day December 31, 2020; for retirement purposes)
- b. Patricia Einsfeld, Transportation, Educational Assistant  
(effective the end of the day December 13, 2020; to accept another position  
within the district)
- c. Natasha Isaacs, East, Educational Assistant  
(effective the end of the day November 18, 2020; to accept another position  
within the district)
- d. Jennifer Martz, District, Confidential Receptionist  
(effective the end of the day December 11, 2020; for personal reasons)
- e. Macy Reep, South, Educational Assistant  
(effective the end of the day December 18, 2020; for personal reasons)
- f. Rhonda Thorpe, Creekside, Educational Assistant  
(effective the end of the day November 20, 2020; for personal reasons)

2. Unpaid Leave of Absence

- a. Laurie Hadden, Crossroads, Educational Assistant  
(effective January 25, 2021 through March 15, 2021; for personal reasons)
- b. Danielle Jones, Transportation, Bus Driver  
(effective November 30, 2020 through December 18, 2020; for personal reasons)
- c. Dana Reid, East, Educational Assistant  
(effective .75 of a day on November 23, 2020 through December 31, 2020; for personal reasons)
- d. Jeffrey Stegman, Transportation, Bus Driver  
(extension of unpaid leave of absence starting January 1, 2021 through August 1, 2021; for personal reasons)
- e. Anna Wilson, Transportation, Bus Driver  
(extension of unpaid leave of absence starting December 1, 2020 through December 31, 2020; for personal reasons)

3. Employment

- a. Shelby Anderson, Creekside, Educational Assistant  
(effective November 30, 2020; for a replacement position)
- b. Jeanette Besl, Transportation, Bus Driver  
(effective December 7, 2020; for a replacement position)
- c. Patricia Einsfeld, Transportation, Bus Driver  
(effective December 14, 2020; for a replacement position)
- d. Brett Greer, Senior High, Educational Assistant  
(effective December 7, 2020; for a replacement position)
- e. Natasha Isaacs, Creekside, Clerk IV  
(effective November 19, 2020; for a replacement position)
- f. Cameron Hawley, Senior High, Custodian  
(effective December 19, 2020; previously temporary custodian; for a replacement position)
- g. Joshua Holbrook, East, Custodian  
(effective December 19, 2020; previously temporary custodian; for a replacement position)
- h. Jason Newton, Senior High, Temporary Custodian

(effective December 21, 2020 through March 21, 2021; for a replacement position)

4. Promotion

- a. Rhonda Kreiner, Central, Cook, promoted to Central, Head Cook (effective January 4, 2021; for a replacement position)

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

SECOND – Seconded by Mr. Begley

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

Nays: None

Motion Carried: 5-0

C. Items for Board Discussion

1. Book Study – Billy Smith

The next discussion will be February 4<sup>th</sup>.

2. Butler Tech Board of Education Representative – Michael Berding

Mr. Berding's term at Butler Tech ends on December 31, 2020. The Fairfield Board of Education needs to appoint a member at the January 2021 Organizational Meeting. Mr. Berding stated that he would like to represent Fairfield on the Butler Tech Board of Education.

Mr. Clark thinks it would be great for Mr. Berding to return as Fairfield's representative.

Mrs. Shorter would love to see Mr. Berding continue at Butler Tech.

Mr. Begley thinks the Board is in unanimous support of Mr. Berding continuing at Butler Tech.

Mrs. Gundrum agrees. She stated that Mr. Berding has been a great asset To the Board. She supports his return to Butler Tech.

3. Quantitative Modeling and Reasoning Course Pilot – Mandy Aug

Mr. Clark and Mr. Berding are excited about this opportunity.

Mrs. Shorter is glad to see the district pursue this.

4. Board Policies

- a. ACCA – Grievance Procedure for Students – Roger Martin

This policy is being repealed.

- b. BDC – Executive Sessions – Roger Martin  
c. DH – Bonded Employees and Officers – Nancy Lane  
d. DM – Deposit of Public Funds – Nancy Lane  
e. EDE – Technology and Communication Services – Roger Martin

4. Building Our Future – 2.0 – Joe Penney

In order to participate in the Classroom Facility Assistance Program, funding from the state, the school district needs to pass a resolution to be added to the list of schools interested in receiving funding from the state.

Board action will take place in January 2021.

5. Consistency Pay for Substitute Teachers – Roger Martin

The district is trying to incentivize sub teachers to work more days in Our district.

If a sub works 50% of student days, then they will receive \$100.

If a sub works 90% of student days, then they will receive \$200.

It is projected that this may cost the district \$500 - \$750 per month.

The district would like to try this for January and February only.

6. Parade of Lights – Billy Smith

Fairfield City School District won first place.

20-126 APPROVAL OF BOARD POLICIES/APPROVAL OF JOB DESCRIPTION FOR VOCAL DIRECTOR, HIGH SCHOOL MUSICAL/APPROVAL FOR DATE OF ORGANIZATIONAL MEETING TO BE HELD THURSDAY, JANUARY 14, 2021, AT 6:30 PM IN THE CATHERINE D. MILLIGAN COMMUNITY ROOM & TO APPROVE MICHAEL BERDING TO SERVE AS PRESIDENT PRO -TEM FOR THE BEGINNING OF THE MEETING/APPROVAL OF CONSISTENCY PAY FOR SUBSTITUTE TEACHERS

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

D. Other Items for Board Action

1. Recommend the approval of the following Board policies:

- a. GBX – Use of Electronic Communications Equipment by Students
  - b. JFCK – Use of Electronic Communications Equipment by Students
2. Recommend the approval of the following job description:
- a. Vocal Director, High School Musical
3. Approval for the date of the Organizational Meeting to be held on Thursday, January 14, 2021, at 6:30 pm in the Catherine D. Milligan Community Room at Fairfield High School and to approve Michael Berding to serve as President Pro-Tem for the beginning of the meeting.
4. Recommend the approval of Consistency Pay for Substitute Teachers.

SECOND – Seconded by Mr. Clark

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

20-127 APPROVAL OF MINUTES/APPROVAL OF FINANCIAL REPORTS FOR THE MONTH OF NOVEMBER 2020/APPROVAL OF 2021 AMENDED APPROPRIATIONS RESOLUTION/DONATION//ESTABLISH THE DATE OF THE TAX BUDGET HEARING TO BE HELD ON JANUARY 14, 2021, AT 1:00 PM AT THE FAIRFIELD ADMINISTRATIVE BUILDING, 4641 BACH LANE

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

#### TREASURER’S RECOMMENDATIONS AND REPORTS

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

November 19, 2020 – Regular Meeting

- B. Recommend approval of the financial reports for the month of November 2020.

- C. Recommend approval of the 2020-2021 Amended Appropriations Resolution.

- D. Recommend approval of the following donation:

1. A donation of \$100 from AurGroup Financial Credit Union to the Fairfield Academy to be used for student Thanksgiving lunches.

**Total donations for 2020: \$36,325.00**

- E. Establish the date of the Tax Budget Hearing to be held on January 14, 2021, at 1:00 pm at the Fairfield Administration Building, 4641 Bach Lane.

SECOND – Seconded by Mr. Clark

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

Nays: None

Motion Carried: 5-0

## COMMITTEE REPORTS

### A. Legislative Update – Balena Shorter

The Fair School Funding Plan – House Bill 305 – passed the House.

### B. Butler Tech – Michael Berding

The Fairfield City School District was the top district for the Student Showcase Competition.

The December 1<sup>st</sup> live event has seven hundred reviewers log in.

### C. Planning Commission – Brian Begley – No report

### C. Student Achievement – Jerrilynn Gundrum

Six students were named to the Butler Philharmonic Orchestra. The students are Amber Colgrove, Jadie Colvin, Alea Hoskins, Brianna Leahr, Elizabeth Lindsay and Dylan Vanderpool.

Mara Seppala was the freshman participated in the Cincinnati Junior Strings University of Cincinnati Conservatory.

## ANNOUNCEMENTS

December 21, 2020 – Conference Exchange Day (No School)

December 22, 2020 – Winter Break Begins (No School)

January 4, 2021 – School Resumes following Winter Break

January 13, 2021 – End of 1<sup>st</sup> Semester Grades 9-12; End of 2<sup>nd</sup> Quarter (Grades K-8)

January 13, 2021 – District Community Diversity Alliance Virtual Meeting, 6:00 PM. Please email [gentry-fletcher\\_g@fairfieldcityschools.com](mailto:gentry-fletcher_g@fairfieldcityschools.com) if you are interested in attending.

January 14, 2021 – Board Meeting (Organizational Meeting), 6:30 PM, FHS Catherine D. Milligan Community Room

## BOARD MEMBER COMMENTS

Mr. Begley

He thanked the Equity Leadership Team for their continued effort.

He thanked Fairfield North for presenting.

He emphasized that we need all families to remain diligent with their safety measures.

He wished everyone a happy holiday.



20-123 ADJOURNMENT

MOTION – Moved by Mrs. Shorter to adjourn the meeting.

SECOND – Seconded by Mr. Clark

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

Nays: None

Motion Carried: 5-0

The meeting was adjourned at 9:21 pm by the President, Mr. Berding.

\_\_\_\_\_  
President

Attest: \_\_\_\_\_  
Treasurer