

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Work Session on the 9<sup>th</sup> of August, 2021 in the Catherine D. Milligan Community Room at Fairfield High School.

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

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

Also present: Mr. Smith, Mrs. Lane, Mr. Martin, Mrs. Aug, Mr. Perry & Mr. Oelrich

PLEDGE OF ALLEGIANCE – Brian Begley

SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

21-71 RESIGNATIONS/UNPAID LEAVES OF ABSENCE/EXTRACURRICULAR CORRECTIONS/EMPLOYMENT – Mr. Martin

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

A. Personnel – Professional

1. Resignations

a. Daniel Reed, Freshman, Science  
(effective at the end of the 2020-2021 school year; for personal reasons)

2. Unpaid Leaves of Absence

a. Melinda Montgomery, Senior High, Art  
(effective August 13, 2021 for an indefinite period pending receipt of all required documents)

b. Tiffany Shepherd, West, Preschool Intervention Specialist  
(effective on August 27, 2021 through September 17, 2021; for childrearing purposes)

c. Doris Williams, Senior High, Art  
(effective on September 13, 2021 through September 17, 2021; for childrearing purposes)

3. Extracurricular Corrections 2021-2022

a. **Senior High- Correction from July 15, 2021**

Jennifer Guenther, Creative Writing Sponsor (corrected from Melissa Guenther to Jennifer Guenther)

- b. **Senior High-Correction from July 15, 2021**  
Trisha Lutterbie, Technical Director, Electronic 50% (corrected from 100% contract to 50% contract)
- c. **Central Elementary- Correction from July 15, 2021**  
Michele Campbell, Elementary Select Choir Director  
(rescind employment effective July 15, 2021)
- d. **East Elementary- Correction from July 15, 2021**  
Katie Beatty, Unit Leader Grade 2 (corrected from Katie Spradling to Katie Beatty)
- e. **North Elementary- Correction from July 15, 2021**  
Christine Holland, Unit Leader Special Education (corrected from Unit Leader Special to Unit Leader Special Education)

4. Employment

- a. Baily Doctrow, Crossroads, 7th grade ELA  
(recommended for a new one-year limited teaching contract for the 2021-2022 school year, effective August 13, 2021; for a replacement position)
- b. Corinne Dorst, Compass, EL  
(recommended for a new one-year limited teaching contract for the 2021-2022 school year, effective August 13, 2021; for a new position)
- c. Dannielle Epure, Compass, 4th grade ELA  
(recommended for a new one-year limited teaching contract for the 2021-2022 school year, effective August 13, 2021; for a replacement position)
- d. Andrea Herren, East, 3rd grade ELA  
(recommended for a new one-year limited teaching contract for the 2021-2022 school year, effective August 13, 2021; for a replacement position)
- e. Megan Johnston, Freshman, English  
(recommended for a new one-year limited teaching contract for the 2021-2022 school year, effective August 13, 2021; for a replacement position)
- f. Evan Lawson, Freshman, Science  
(recommended for a new one-year limited teaching contract for the 2021-2022 school year, effective August 13, 2021; for a replacement position)

- g. Rachel Moore, Creekside, 6th grade Math  
(recommended for a new one-year limited teaching contract for the 2021-2022 school year, effective August 13, 2021; for a replacement position)
- h. Sara Yeager, South, 2nd grade  
(recommended for a new one-year limited teaching contract for the 2021-2022 school year, effective August 13, 2021; for a replacement position)
- i. Secondary Summer School Principal – Substitute - 2020-2021

Kareem Sanders

(The above-named person is recommended for employment as summer school principal – substitute as needed at the rate of \$31.46 per hour from May 3, 2021 through July 23, 2021.)

- j. Extracurriculars – 2021-2022

**District**

Brenda Stieger, Sports Information Director, Athletic Department

**Senior High**

Keith Crutcher, Golf Coach, Reserve, Girls

Emily Flaig, Cheer Coach, FB, Varsity

Emily Flaig Cheer Coach, BB, Varsity

Andrea Gemperle, Cross Country, Varsity Assistant

Nicholas Gray, Golf, Varsity Boys

Justin Langhammer, Soccer, Assistant Girls

Darren Ling, Marching Band Co-Director

Michael Sedziol, Soccer, Assistant Boys

Jonathon Stewart, Department Head Special Education 9-12

Madeline Wessel, Marching Band Associate Director

Jill Wilhelm, Marching Band Co-Director

Doris Williams, Annual (Yearbook)

**Freshman**

Taylor Burkhart, Volleyball, Girls

**Middle – Middle Creekside and Middle Crossroads combined**

Josh Bowen, Football, 7th/8th Grade

Allen Caldwell, Football, 7th/8th Grade

Jennifer Crawley, Cross Country

Lanita Drake, Cross Country

Jim Hauser, Cross Country

Joel Hippert, Golf Coach, Boys

Joel Hippert, Golf Coach, Girls  
Jamil Manning, Football, 7th/8th Grade  
Ken Mitchell, Football, 7th/8th Grade  
Michael Mynhier, Football, 7th/8th Grade  
Mark Rice, Football, 7th/8th Grade  
Shawn Starkey, Wrestling, 7th/8th Grade

**Middle – Creekside Middle**

Jennifer Barthelemy, Cheerleader Coach, 6th Grade  
Jennifer Barthelemy, Intramural Basketball, Girls 6th Grade  
Nichole Tock, Student Council 6th Grade  
Jill Vollmer, Department Head Math Grade 6  
Kelly Walker, Drama Club Director  
Middle-Crossroads Middle  
Kevin Fletcher, Athletic Director, 7th/8th Grade  
Anthony Hibbard, Athletic Director, Assistant  
Suzanne Osterman, Volleyball Coach, 7th/8th Grade

**South Elementary**

Rachel Haughin, Unit Leader Grade 1  
Kelly Herper, Unit Leader Special Areas

**West Elementary**

Elizabeth Marquette, Student Council Sponsor

k. EL Tutors 2021-2022

Kaitlyn Myers  
Hannah Sanders

(Periodically the district has students who qualify for English as a Second Language, as determined through the district's established assessment process. It is recommended that the above-noted person(s) be employed as a designated EL Tutor at the rate of \$32.25 per hour, effective for the 2021-2022 school year.)

l. Academic Support Tutors

Lucia Aleman	Rachel Rinaldi
Danielle Cutting	Keileigh Slivka
Kyleigh Evans	Barbara Wehrung
Beth Hensley	Sydney Withrow
Brittany Manning	

(It is recommended that the above-noted person(s) be employed as a designated Academic Support Tutor at the rate of \$32.25 per hour, effective for the 2021-2022 school year.)

m. Home Instructors 2021-2022

Ashley Angel	Natalie Loy
Melissa Blower	Tiffany Mason
Damon Bullock	Caryn May
Jennifer Charles	Julia McQueen
W. Terrell Davis	Beth Moore
Kate Donohoue	Sonia Newbright
Judy Falcone	Linda North
Diane Gerde	Heather Packo
Kelsey Grosser	Alyssa Rickard
Jennifer Guenther	Connor Roberts
Rodney Hubbard	Lisa Grosser Schiering
Shana Hudson	Jennifer Sheehy
Michael Jones-Short	Elizabeth Shields
Matthew Kollstedt	Terri Sunderman
Jennifer Krause	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 \$32.25 per hour, effective for the 2021-2022 school year.)

n. Substitute Teachers 2021-2022

Corinne Dorst  
Linda North

(All recommendations are for the 2021-2022 school year at a rate of \$94 per day.)

o. Substitute Nurses 2021-2022

Gayle Jett  
Veronica Morales  
Nina Rose  
Sue Shepherd

(All recommendations are for the 2021-2022 school year at a rate of \$94 per day.)

p. Volunteer 2021-2022

Cassandra Lapham

(The above-noted person is recommended for approval as a volunteer coach for the 2021-2022 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 Mr. Clark

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

Nays: None

Motion Carried: 4-0

21-72 RESIGNATIONS/UNPAID LEAVE OF ABSENCE/EMPLOYMENT/PROMOTION –  
Mr. Perry

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

B. Personnel – Support

1. Resignations

- a. Karen Baumann, Senior High, Educational Assistant  
(effective the end of the day October 31, 2021; for retirement purposes)
- b. Richelle Hubbuch, Compass, Educational Assistant  
(effective the end of 2020-2021 school year; for personal reasons)
- c. Maria Jones, Crossroads, Educational Assistant  
(effective the end of the 2020-2021 school year; for personal reasons)
- d. Sonya Mentzer, East, Educational Assistant  
(effective the end of the 2020-2021 school year; to accept another position within the District)
- e. Jaime Powell, Central, Custodian  
(effective the end of the day August 12, 2021; to accept another position within the District)
- f. Jenifer Sestito, Central, Food Service Assistant  
(effective the end of the day August 12, 2021; to accept another position within the District)
- g. William David Shoemaker, Freshman, Custodian  
(effective the end of the day August 4, 2021; for personal reasons)
- h. Deborah Wood, West, Food Service Assistant  
(effective the end of the 2020-2021 school year; for personal reasons)

2. Unpaid Leave of Absence
  - a. Jeffrey Stegman, Transportation, Bus Driver  
(extension of unpaid leave of absence starting August 3, 2021 through May 26, 2022; for personal reasons)
3. Employment
  - a. Valerie Ashcraft, Crossroads, Food Service Assistant  
(effective August 17, 2021; for a replacement position)
  - b. Sarah Ervin, Senior High, Clerk IV  
(effective August 11, 2021; for replacement position)
  - c. Drake Hingsbergen, Crossroads, Temporary Custodian  
(effective August 10, 2021 through November 10, 2021; for a replacement position)
  - d. Sonya Mentzer, Compass, Educational Support Assistant  
(effective August 13, 2021; for a replacement position)
  - e. Jaime Powell, Central, Educational Assistant  
(effective August 13, 2021; for a replacement position)
  - f. Eric Robinson, Freshman, Temporary Custodian  
(effective August 2, 2021 through November 2, 2021; for replacement position)
  - g. Adam Roberts, North Elementary, Temporary Custodian  
(effective August 2, 2021 through November 2, 2021; for a replacement position)
  - h. Elyse Rouse, West Elementary, Food Service Assistant  
(effective August 17, 2021; for a replacement position)
4. Promotion
  - a. Jenifer Sestito, Central, Food Service Assistant, promoted to Central, Cook  
(effective August 13, 2021; for a replacement position)

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

SECOND – Seconded by Mrs. Shorter

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

Nays: None

Motion Carried: 4-0

C. Items for Board Discussion

1. Course of Study – Health/PE, World Languages, and Fine Arts – Mandy Aug

Mrs. Aug gave an overview of the changes to these courses of study. They will be on the agenda for approval at the next Board meeting.

2. EL Staffing for 2021-2022 – Mandy Aug

Mrs. Aug stated that due to the anticipated increase in English learners for the upcoming school year, it will be necessary to add seven (7) tutors for EL staffing.

3. Book Study – Billy Smith

Mr. Smith introduced the next book for the Board's book study: *The Power of Positive Leadership* by Jon Gordon. He noted that the first discussion will be at the November 4<sup>th</sup> Board meeting and he mentioned the chapters and pages that will be discussed.

4. Board Policy – Roger Martin

- A. EF/EFB – Food Services Management/Free and Reduced-Price Food Services

Mr. Martin presented a minor change of wording in this board policy. It will be voted on at the next Board meeting.

5. Anchor Easement for Duke Energy located at Creekside Middle School – Lance Perry

Mr. Perry informed the Board of a request from Duke Energy for an anchor easement for a new utility pole. He noted that Mr. Clemmons is reviewing the details and does not anticipate any negative impact to the District.

6. Ohio School Boards Association Annual Business Meeting – Appointment of Delegate and Alternate for the Monday, November 8, 2021, business meeting – Michael Berding

Mrs. Shorter agreed to Mr. Berding's request to be the delegate at the OSBA Annual Business meeting in November. Mr. Begley volunteered to be the alternate.



21-73 APPOINTMENT OF DELEGATE AND ALTERNATE TO OSBA ANNUAL BUSINESS MEETING/RESCISSION OF BOARD POLICY/APPROVAL OF BUS ROUTES FOR 2021-2022 SCHOOL YEAR/APPROVAL OF BUSINESS ADVISORY COUNCIL MEMORANDUM OF UNDERSTANDING/APPROVAL OF ANCHOR EASEMENT FOR DUKE ENERGY LOCATED AT CREEKSIDE MIDDLE SCHOOL

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

D. Other Items for Board Action

1. The Board hereby appoints Balena Shorter to serve as the delegate for the Ohio School Boards Association Annual Business Meeting on Monday, November 8, 2021. In the event that the delegate is unable to serve, Brian Begley has been appointed as alternate.
2. Recommend the rescission of the following Board Policy:
  - A. EBEA – Use of Face Coverings
3. Recommend approval of the bus routes for the 2021-2022 school year. (A complete set of bus routes is available for review in the Transportation Office.)
4. Recommend approval of the Business Advisory Council Memorandum of Understanding:

**MEMORANDUM OF UNDERSTANDING  
REGARDING THE UTILIZATION  
OF THE BUSINESS ADVISORY COUNCIL FOR  
THE BUTLER COUNTY EDUCATIONAL SERVICE CENTER  
TO SERVE AS THE BUSINESS REPRESENTATIVE  
FOR THE UNDERSIGNED SCHOOL DISTRICTS  
PURSUANT TO OHIO REVISED CODE §3313.82**

**WHEREAS**, Ohio Revised Code §3313.82 requires each School District and the Governing Board of each Educational Service Center in the State of Ohio, with the exception of a Joint Vocational School District or Cooperative Education District, to establish a “Business Advisory Council” (hereafter “BAC), and

**WHEREAS**, Ohio Revised Code §3313.82 provides that a School District that has entered into a Service Agreement with an Educational Service Center (hereafter “ESC”) in accordance with Ohio Revised Code §§3313.843 and/or 3313.845, is not required to appoint a BAC in the event that the School District enters into an agreement with an educational service center to have the BAC of the Governing Board serve as the School District’s BAC.

**NOW, THEREFORE, BE IT AGREED**, by the undersigned School District's Board of Education and the Governing Board of the Butler County Educational Service Center as follows:

1. The Butler County Educational Service Center Business Advisory Council Consortium, under the authority of the provisions of R.C. §3313.82, shall represent the business interest of the undersigned School District and, in accordance with the law, shall serve as the BAC for the undersigned Board of Education.
2. The Butler County Educational Service Center Governing Board, by and through its administrative staff, shall ensure that the BAC operates pursuant to the applicable standards set forth in Revised Code §3313.821.
3. The undersigned School District's Board of Education, by signing this Memorandum of Understanding, also hereby provides express authority for the Butler County Educational Service Center Governing Board to delegate the requirements to create and implement a BAC to the Butler County Career Technical Center on behalf of the Consortium.
4. This Memorandum shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.
5. Recommend approval of Anchor Easement for Duke Energy located at Creekside Middle School.

SECOND – Seconded by Mr. Begley

Prior to roll being called Mrs. Shorter initiated a discussion regarding the rescission of Board Policy EBEA – Use of Face Coverings. In summary, the rescission of this policy does not prevent a subsequent policy being adopted.

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

#### COMMITTEE REPORTS

A. Legislative Update – Balena Shorter

Mrs. Shorter did not have an official legislative update, but noted that things are fluid at the state level.

B. Butler Tech – Michael Berding

Mr. Berding reported that the Butler Tech CEO and CFO met with County Commissioners to request federal funds to build a couple of buildings. One building would be in Hamilton to train students in manufacturing jobs, the other would be at the Middletown Airport to train people for aviation jobs.

C. Planning Commission – Brian Begley – No report

D. Student Achievement – Jerrilynn Gundrum – No report

E. Parks and Recreation – Scott Clark

Mr. Clark was pleased to announce that the Harbin Park trail has been completed. He also shared that Duke Energy gave the park a \$5,000 grant to be used to create a habitat for pollinators. Mr. Smith wanted to know the distance of the new trail. Mr. Clark said he would do some research and get back to him.

#### ANNOUNCEMENTS

August 13, 2021 – Teachers Report (No Students)

August 16, 2021 – In-Service Day #1 (No Students), All School Offices CLOSED for District Staff Meeting 8:00 – 11:00 AM

August 17, 2021 – Students Report

August 19, 2021 – Board Meeting, 6:30 PM, FHS Catherine D. Milligan Community Room

#### BOARD MEMBER COMMENTS

Mrs. Shorter

She hopes that the students and staff have had a good summer. She wanted to mention that an ACT-SO student won a bronze medal at the national level.

Mr. Clark

He told Mr. Smith that his research is complete and shared that the new trail at Harbin Park is 1.5 miles. He stated that the Back-to-School Bash was a blast! He was impressed with the turnout.

Mr. Begley

He echoed Mr. Clark's enthusiasm for the Back-to-School Bash and said that the pony rides were also a hit. He thanked everyone who participated and donated to the event. Changing gears, he wanted to reassure the community that this Board will continue to consider the facts [relating to Covid] as they change daily and will make the best decision it can based on what is best for the students of this District. He commended Mr. Smith for his hard work and desire to make the best decision for our District.

Mr. Berding

He agreed with Mr. Begley's compliment of Mr. Smith and stated that Mr. Smith has proven that he always does what is best for the students and the community.

21-74 EXECUTIVE SESSION

MOTION – Moved by Mr. Begley to recess to Executive Session at 7:30 pm to discuss the following:

The employment and discipline of public employees 121.22 (G) (1)  
Economic Development Assistance R.C. 121.22 (G) (8)

SECOND – Seconded by Mr. Clark

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

Nays: None

Motion Carried: 4-0

The Board resumed the regular meeting at 7:52 pm.

21-75 ADJOURNMENT

MOTION – Moved by Mr. Begley to adjourn the meeting

SECOND – Seconded by Mrs. Shorter

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

Nays: None

Motion Carried: 4-0

The meeting was adjourned at 7:53 pm by the President, Mr. Berding.

\_\_\_\_\_  
President

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