

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Work Session on the 5th of May, 2022 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, Ms. Berding, Mr. Clark & Mrs. Shorter
Absent: Mrs. Gundrum

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

PLEDGE OF ALLEGIANCE – Brian Begley

Mr. Smith prefaced the meeting by providing some background information regarding the just announced District closure for Friday, May 6, 2022. The District will be closed due to the upcoming Butler County visit by the President of the United States and the anticipated road closures that would be involved. He shared that the decision was made after much deliberation and communication with local law enforcement and feels that it was the best decision for our District.

PRESENTATIONS/RESOLUTIONS

A. Equity Leadership Team Student Recognition – Gina Gentry-Fletcher & Denise Hayes

Mrs. Hayes and Mrs. Gentry-Fletcher recognized seniors Anie Udosen and Kennedy Baker for their participation in and contributions to the Equity Leadership Team. Their willingness to share their insights have been invaluable to the team.

The Board Members congratulated the young ladies and commended them for the influence they've had in the District. They all wished them well as they move on to their next adventures.

B. ESSER Funds – Nancy Lane, Kathy Gilbert & Mandy Aug

Mrs. Lane, Mrs. Aug and Ms. Gilbert reviewed the Emergency Relief Funds and American Rescue Plan grants that the District has received to help counter the impact that COVID 19 has had on our students and families. They gave an update on how the funds are being spent.

The Board Members appreciated the update and feel that the funds are being spent very wisely.

C. Student Extracurricular Opportunities – Matt Crapo

Mr. Crapo gave a presentation about the numerous extracurricular opportunities available to students in all grade levels. He had Athletic Director, Mr. Blankenship, announce that two new state sanctioned sports will be added to the list of extracurricular opportunities: Boys Volleyball and Girls Wrestling. Mr. Blankenship introduced senior girls' wrestler, Rachel Elizondo, who spoke to the Board about the ups and downs of her wrestling journey.

The Board Members were thankful for the presentation and congratulated Rachel on her achievement. They encouraged students to find an extracurricular activity and to get

involved in it. They emphasized the importance of the quality of participation versus the quantity.

SUPERINTENDENT'S RECOMMENDATIONS AND REPORTS

22-33

RESIGNATION/EXTRACURRICULAR RESIGNATIONS/UNPAID LEAVES OF ABSENCE/EMPLOYMENT – Mr. Martin

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

A. Personnel – Professional

1. Resignation

- a. Lauren Williams, Senior High, EL Teacher
(effective at the end of the 2021-2022 school year; for personal reasons)

2. Extracurricular Resignations 2021-2022

- a. Ricardo Calles-Acevedo, High School, Track, Head 10%
(effective 2021-2022 school year; for personal reasons)
- b. Ricardo Calles-Acevedo, High School, Track Assistant 20%
(effective 2021-2022 school year; for personal reasons)

3. Unpaid Leaves of Absence

- a. Sarah Ford, East, Preschool Intervention Specialist
(effective for .25 of the day on May 3, 2022 through May 27, 2022; for childrearing purposes)
- b. Sarah Ford, East, Preschool Intervention Specialist
(extension of unpaid leave for the 2022-2023 school year; for childrearing purposes)
- c. Megan Taylor, East, 1st grade
(effective for .25 of the day on March 22, 2022 through May 26, 2022; for childrearing purposes)

4. Employment

- a. Megan McPhillips, North, Intervention Specialist
(recommended for a new one-year limited teaching contract for the 2022-2023 school year, effective August 12, 2022; for a new position)
- b. Devin Pennington, South, 2nd grade
(recommended for a new one-year limited teaching contract for the 2022-2023 school year, effective August 12, 2022; for a replacement position)
- c. Debra Rogers-Roell, District, Occupational Therapist
(recommended for a new one-year limited teaching contract for the 2022-2023 school year, effective August 12, 2022; for a replacement position)
- d. Chelsea Schneider, South, RN
(recommended for a new one-year limited teaching contract for the 2022-2023 school year, effective August 12, 2022; for a replacement position)

e. Extracurriculars – 2021-2022

Senior High

Emily Breitholle-Quigley, Softball, Assistant
Deion Curtis, Winter Guard Assistant Instructor
Alexis Wahoff, Track, Assistant 20%
Alexis Wahoff, Track Head, Head 10%

Freshman

Jason Krause, Track 50%
Ashley Miller, Track 50%

Middle – Middle Creekside and Middle Crossroads combined

Christina Baumann, Tennis, Boys, 7th/8th Grade

f. Home Instructors – 2021-2022

Annissa Thomas
Jenna Watson

(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.)

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

SECOND – Seconded by Ms. Berding

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

Nays: None

Motion Carried: 4-0

22-34

RESIGNATIONS/UNPAID LEAVES OF ABSENCE/EMPLOYMENT/CORRECTION –
Mr. Perry

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

B. Personnel – Support

1. Resignations

- a. Michelle Grooms, District, Confidential Receptionist
(effective the end of the day May 25, 2022; for personal reasons)
- b. Katie Myers, District, Director of Human Resources
(effective the end of the day May 27, 2022; for personal reasons)
- c. Loretta Riddle, North, Educational Assistant
(effective the end of the day July 31, 2022; for retirement purposes)
- d. Dawn Stratmoen, Compass, Latchkey Assistant
(effective the end of the day April 25, 2022; for personal reasons)
- e. Diana Weeks, District, Confidential Secretary II
(effective the end of the day May 19, 2022; for personal reasons)

- f. Melvin Williams, Senior High, Educational Assistant
(effective the end of the 2021-2022 school year; for personal reasons)
 - g. Marla Wynn, Creekside, Educational Assistant
(effective the end of the day May 31, 2022; for retirement purposes)
2. Unpaid Leaves of Absence
- a. Robin Briddon, West, Educational Assistant
(effective April 7, 2022 through April 13, 2022; for personal reasons)
 - b. Kristi Harris, Transportation, Bus Driver
(effective February 28, 2022; for personal reasons)
 - c. Gail Kimball, North, Educational Support Assistant
(effective .5 day February 8, 2022 through March 20, 2022; for personal reasons)
 - d. Carla Magers, West, Latchkey Assistant
(effective .5 day April 27, 2022 through .5 day May 2, 2022; for personal reasons)
 - e. Kathryn Moore, Senior High, Food Service Assistant
(effective May 18, 2022 through May 20, 2022; for personal reasons)
 - f. Lisa O'Brien, South, Educational Assistant
(effective April 6, 2022; for personal reasons)
 - g. Dawn Smiddy, Transportation, Bus Driver
(effective April 18, 2022; for personal reasons)
3. Employment
- a. Jacob Stewart, District, Temporary Custodian
(effective May 23, 2022 through August 23, 2022; for a replacement position)
4. Correction
- a. Lauren Woods, West, Educational Assistant
(correcting resignation date to the end of the 2021-2022 school year; to accept another position within the District; previously listed on the April 21, 2022 Board Agenda)

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

SECOND – Seconded by Mrs. Shorter

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

Nays: None

Motion Carried: 4-0

C. Items for Board Discussion

- 1. Board Policies

- a. AFC-2 (Also GCN-2): Evaluation of Professional Staff (Administrators Both Professional and Support) – Roger Martin

This policy brings the evaluation of school principals and assistant principals into alignment with the teacher evaluation process.

- b. IKF: Graduation Requirements – Mandy Aug

This policy adds a state required course for ½ unit of financial literacy for students who are entering the ninth grade for the first time this fall.

- c. IL-R: Testing Programs – Mandy Aug

This is a required regulation that is being adopted.

2. Revision to the Administrator Salary & Benefits Plan dated May 16, 2019 State Teachers Retirement System and School Employees Retirement System – Board “Pick-up” – Roger Martin

In order to make our District’s compensation package competitive with neighboring Districts, it is recommended to increase the Board “Pick-up” percentage from 8% to 10%.

3. Extracurricular Review Committee Recommendations for 2022-2023 – Roger Martin

Intramural Volleyball Coach, Central (new)
House (Tribal) Coordinator, Freshman (new)
Dance Team, Assistant Coach, Senior High (new)
After School Tutoring Coordinator, Creekside (new)
Intramural Soccer Coach, Sixth Grade, Creekside (new)
Wrestling, Assistant Coach, Senior High (new)
Wrestling, Assistant Coach, Freshman (new)
Wrestling, Head Coach, Boys and Girls, Senior High (schedule and name change)
Softball, Assistant Coach, Freshman (schedule change)
Volleyball, Varsity Head Coach, Boys, Senior High (schedule change)

Mr. Martin explained the reasoning behind this process and reviewed each recommendation. There were fourteen submissions, with the ten (listed above) being brought forward.

4. Memorandum of Understanding between the Fairfield Classroom Teachers’ Association and the Fairfield City School District Board of Education Regarding Professional Development Days for the 2022-2023 School Year – Roger Martin

This Memorandum of Understanding is being proposed as a result of the new reading series that is being implemented next school year. It would swap the September (one full day) and January (one half day) professional development days, so that the half day would be in September and the full day would be in January.

5. Student Fees for 2022-2023 School Year – Mandy Aug

Mrs. Aug stated that the majority of the fees are remaining the same or being reduced for next school year. She provided three fee schedules:

- Pre-K through grade 5 – No Change
- Grades 6 through 8
- Grades 9 through 12

She noted the changes on each schedule were highlighted for easy identification.

6. Memorandum of Understanding – Juneteenth Holiday – Lance Perry

This MOU is a result of Governor DeWine signing Senate Bill 11 into law. This law grants Juneteenth as a paid holiday for non-teaching staff who are employed on an eleven- or twelve-month basis.

22-35

APPROVAL OF BOARD POLICIES EEACC (ALSO JFCC), EEACC-R-1 (ALSO JFCC-R-1), GCB-2, GCB-2-R, IGCK, LEB (ALSO IGCD), LEB-R (ALSO IGCD-R), LEC-R (ALSO IGCH-R)/APPROVAL OF CRA AGREEMENT WITH PRO KLEEN INDUSTRIAL SERVICES, PRO KLEEN ENVIRONMENTAL SERVICES AND BLACK FAMILY REAL ESTATE INVESTMENTS LLC/APPROVAL TO AWARD ROOF AND DOWNSPOUT REPAIR/REPLACEMENT PROJECT AT FHS TO GARLAND/DBS, INC./APPROVAL OF SUPPORT SUBSTITUTE HOURLY RATES INCREASE OF \$1.50 PER HOUR FOR BUS DRIVER, CUSTODIAN/MAINTENANCE, EDUCATIONAL ASSISTANT WITH ESEA, EDUCATIONAL ASSISTANT WITHOUT ESEA, OFFICE (NON-CONFIDENTIAL), OFFICE (CONFIDENTIAL)/APPROVAL OF SUPPORT SUBSTITUTE HOURLY RATE INCREASE OF \$1.75 PER HOUR FOR FOOD SERVICE – ALL/APPROVAL TO AWARD THE 2022 PAVING IMPROVEMENT PROJECT TO NEYRA CONSTRUCTION/ APPROVAL TO AUTHORIZE TREASURER TO ENTER A MULTI-YEAR AGREEMENT WITH PROSOURCE FOR THE PURPOSE OF LEASING MULTIFUNCTION COPIERS AND PRINTER SERVICES/APPROVAL TO AWARD THE 2022 FLOORING IMPROVEMENT PROJECT AT VARIOUS SCHOOLS TO AXIS INTERIOR SYSTEMS/ APPROVAL TO AWARD THE 2022 FLOORING IMPROVEMENT PROJECT AT NORTH ELEMENTARY TO WAYNE FLOORING/APPROVAL TO AWARD THE 2022 PERFORMING ARTS CENTER STAGE CURTAIN IMPROVEMENT PROJECT TO JANSON INDUSTRIES/APPROVAL TO AWARD THE 2022 PERFORMING ARTS CENTER SOUND SYSTEM IMPROVEMENT PROJECT TO ICB AUDIO AND VIDEO

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

D. Items for Board Action

1. Recommend approval of the following Board Policies:
 - a. EEACC (Also JFCC): Student Conduct on District Managed Transportation
 - b. EEACC-R-1 (Also JFCC-R-1): Student Conduct on District Managed Transportation
 - c. GCB-2: Professional Staff Contracts and Compensation Plans (Administrators)
 - d. GCB-2-R: Professional Staff Contracts and Compensation Plans (Administrators)

- e. IGCK: Blended Learning
 - f. LEB (Also IGCD): Educational Options
 - g. LEB-R (Also IGCD-R): Educational Options
 - h. LEC-R (Also IGCH-R): College Credit Plus
2. Recommend approval of the Community Reinvestment Area (CRA) Agreement with Pro Kleen Industrial Services, Pro Kleen Environmental Services, and Black Family Real Estate Investments LLC, contingent upon approval by Fairfield City Council on May 9, 2022. (This agreement includes a six (6) year, 60% tax exemption with an estimated annual payment to the District of \$5,268.)
 3. Recommend approval to award the roof repair and downspout repair/replacement project at Fairfield Senior High School to Garland/DBS, Inc. 3800 East 91Street, Cleveland, Ohio 45105, in the amount not to exceed two hundred and twenty thousand dollars (\$220,000.00).
 4. Recommend approval to increase Support Substitute Hourly Rates for the following classifications by \$1.50 per hour effective July 1, 2022:
 - Bus Driver
 - Custodian/Maintenance – All
 - Educational Assistant – with ESEA
 - Educational Assistant – without ESEA
 - Office (Non-Confidential)
 - Office (Confidential)
 5. Recommend approval to increase Support Substitute Hourly Rate for the following classification by \$1.75 per hour effective July 1, 2022:
 - Food Service – All
 6. Recommend approval to award the 2022 Paving Improvement Project to Neyra Construction, 10750 Evendale Dr. Cincinnati, Ohio 45241. Neyra Construction was the lowest responsive and responsible bidder meeting specifications at an amount of one hundred eighty-three thousand six hundred fifty-three dollars (\$183,653.00) not to exceed two hundred twenty-five thousand dollars (\$225,000.00).
 7. Recommend approval to authorize the Treasurer to enter into a multi-year agreement with Prosource for the purpose of leasing multifunction copiers and printer services. Estimated monthly lease cost of seven thousand nine hundred forty-three dollars and twenty-nine cents (\$7,943.29).
 8. Recommend approval to award the 2022 Flooring Improvement Project (East Elementary, Crossroads MS, and Creekside MS) to Axis Interior Systems, 12 Kiesland Ct. Hamilton, Ohio 45015. Axis Interior Systems was the lowest responsive and responsible bidder meeting specifications at an amount of three hundred ninety-eight thousand eight hundred twenty-six dollars (\$398,826.00).

9. Recommend approval to award the 2022 Flooring Improvement Project (North Elementary) to Wayne Flooring, 6020 Walter Ave. Fairfield, Ohio 45014. Wayne Flooring was the lowest responsive and responsible bidder meeting specifications at an amount of twenty-one thousand five hundred dollars (\$21,500.00).
10. Recommend approval to award the 2022 Performing Art Center Stage Curtain Improvement Project to Janson Industries, 1200 Garfield Ave. SW Canton, Ohio 44706. Janson Industries was the lowest responsive and responsible bidder meeting specifications at an amount of twenty-two thousand six hundred ninety-three dollars (\$22,693.00).
11. Recommend approval to award the 2022 Performing Art Center Sound System Improvement Project to ICB Audio and Video, 1738 Tennessee Ave. Cincinnati, Ohio 45229. ICB Audio and Video was the lowest responsive and responsible bidder meeting specifications at an amount of one hundred thirty-two thousand four hundred ninety dollars and ninety-nine cents (\$132,490.99).

SECOND – Seconded by Ms. Berding

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

ASSISTANT SUPERINTENDENT’S RECOMMENDATION

22-36

UNPAID LEAVE OF ABSENCE – Mr. Martin

MOTION – Moved by Ms. Berding to approve the following:

A. Personnel – Professional

1. Unpaid Leave of Absence

- a. Jordan Smith, Academy, English
(effective for .50 of the day on May 25, 2022 through May 27, 2022; for childrearing purposes)

SECOND – Seconded by Mrs. Shorter

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

COMMITTEE REPORTS

A. Legislative Update – Balena Shorter

Mrs. Shorter gave an update on House Bill 126 that Gov. DeWine has signed into law. She also provided information on House Bill 616. She states that this bill would prohibit Diversity, Equity and Inclusion in learning outcomes and said that Cincinnati Public Schools have passed a resolution against this bill.

B. Butler Tech – Brian Begley

Mr. Begley said that the All Boards Meeting is taking place tonight. Unfortunately, this is conflicting with our Board meeting, so we will not be attending. Graduation for 600+ Butler Tech students will be on May 16th at the Cintas Center.

C. Student Achievement – Jerrilynn Gundrum - Absent

D. Parks and Recreation – Scott Clark

Mr. Clark shared that maintenance has been done at Harbin Park because of trees that have been damaged by Emerald Ash Boring beetles. Damaged trees have been removed and new trees planted. Additionally, seasonal flowers have been planted at several parks. Finally, he announced that the concerts in the park are back beginning on June 9th and encouraged everyone to attend.

E. Planning Commission – Billy Smith

Mr. Smith heard from Mr. Robertson, the Board’s Planning Commission representative, that the Commission has preliminarily approved a plat of seven lots on Pleasant Avenue, south of Resor Rd.

ANNOUNCEMENTS

May 7, 2022 – Fairfield Senior High School Prom, 8:00-11:00 PM, Cincinnati Union Terminal

May 12, 2022 – Roger Martin Retirement Celebration, 3:30-5:30 PM, Fairfield Senior High School, Catherine D. Milligan Community Room

May 16, 2022 – Butler Tech Senior Ceremony, 7:00 PM, Cintas Center at Xavier University

May 19, 2022 – Board Meeting (Regular Session), 6:30 PM, Fairfield Senior High School, Catherine D. Milligan Community Room

BOARD MEMBER COMMENTS

Ms. Berding thanked all the presenters for the information they shared. She feels that she learns something new about the District at each Board Meeting. She congratulated the students who were recognized and wished them well.

Mr. Clark also thanked the presenters. He raved about the Arts Fair and said that the talent that was showcased was “amazing!” He told all prom-goers to be safe at prom.

Mrs. Shorter shared that she had the opportunity to visit Central Elementary last week and spoke to the students about S.T.E.M. She said it was a wonderful experience and that the kids were engaged and very respectful. She thanked Intervention Specialist, Mrs. Terry for putting it together and Sandy Stegman for her heartfelt introduction. She thanked Mr. Smith, Principal Gallo and Assistant Principal Bauer for being so welcoming. She congratulated Anie, Kennedy and Rachel for their bravery and said that they are excellent representatives of our District. She also thanked all of the presenters for the material they shared. She recognized the students who went to the ACT-SO competition and she commended the students who were celebrated for being in the Top 16 and AP Honors. She wants everyone to be safe at prom.

Mr. Begley was very impressed with the stage production of “Newsies.” He said it was outstanding! He spoke about the Academic Awards Ceremony that was held at the Oscar Event Center, saying that it was very well done and that the speeches by the students were excellent. He agreed with Mr. Clark’s comments about the Arts Fair being wonderful. He

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hopes that everyone who goes to prom and after-prom has a great time. And he closed with a story about Mr. Martin and the culture he produced when he was the Principal at West Elementary. He thanked Mr. Martin for creating a culture of professionalism, family, customer service and compassion and reiterated how much Mr. Martin will be missed.

22-37

ADJOURNMENT

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

SECOND – Seconded by Mrs. Shorter

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

Nays: None

Motion Carried: 4-0

The meeting was adjourned at 8:21 pm by the President, Mr. Begley.

President

Attest: _____
Treasurer