

FAIRFIELD CITY SCHOOLS BOARD OF EDUCATION
ORGANIZATIONAL MEETING
JANUARY 8, 2026

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held an Organizational Meeting on the 8th of January, 2026 in the Catherine D. Milligan Community Room at Fairfield Senior High School

President Pro Tem – Scott Clark

The meeting was called to order by the President Pro Tem at 6:30 p.m.

OATH OF OFFICE FOR NEWLY ELECTED BOARD OF EDUCATION MEMBERS

A. Oath of office for Board of Education Members, Mrs. Abby Berding-Miller, Mr. John Cline Jr. and Mr. Kevin McDonald, effective January 1, 2026 through December 31, 2029.

ROLL CALL – Present: Mrs. Berding-Miller, Mr. Clark, Mr. Cline, Mr. McDonald & Mr. Napier
Absent: None

Also present: Mr. Smith, Mr. Phillips, Mrs. Hauer, Mr. Hussel, Mrs. Aug & Mr. Clemmons
Absent: Mr. Perry

PLEDGE OF ALLEGIANCE – Scott Clark

26-01 ELECTION OF THE PRESIDENT OF THE FAIRFIELD BOARD OF EDUCATION FOR 2025 (ORC 3313.14)

A. Nominations

(If more than one person is nominated, the President Pro Tem shall publicly call the roll of the Board and ask the members to vote their choice. If only one person is nominated, a motion to close nominations, a second, and a vote by acclamation will elect the President.)

Mr. Napier and Mrs. Berding-Miller nominated Mr. Clark for President.

MOTION – Moved by Mr. Napier to close nominations

SECOND – Seconded by Mrs. Berding-Miller

ROLL CALL – Ayes: Mrs. Berding-Miller, Mr. Clark, Mr. Cline, Mr. McDonald & Mr. Napier
Nays: None
Motion Carried: 5-0

President Pro Tem declares Mr. Clark elected President of the Fairfield Board of Education for 2026.

B. Oath of Office for the President – given by Treasurer, Jay Phillips

C. President Pro Tem directs the Treasurer to acknowledge in the minutes that the oath has been given.

D. President presides from this point forward.

26-02 ELECTION OF THE VICE PRESIDENT OF THE FAIRFIELD BOARD OF EDUCATION FOR 2025 (ORC 3313.14)

A. Nominations (same procedure applies)

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Mr. Napier nominated Mrs. Berding-Miller for Vice President.

MOTION – Moved by Mr. Napier to close nominations

SECOND – Seconded by Mr. Cline

ROLL CALL – Ayes: Mrs. Berding-Miller, Mr. Clark, Mr. Cline, Mr. McDonald & Mr. Napier

Nays: None

Motion Carried: 5-0

President declares Mrs. Berding-Miller elected Vice President of the Fairfield Board of Education for 2026.

B. Oath of Office for the Vice President – given by Jay Phillips, Treasurer

C. President directs the Treasurer to acknowledge in the minutes that the oath has been given.

NEW BUSINESS/BOARD RECOMMENDATIONS – Mr. Smith

26-03

ESTABLISH 2026 MEETING DATES, TIMES & LOCATIONS/ESTABLISH BOARD SERVICE FUND FOR 2026/APPROVAL OF STANDING AUTHORIZATIONS FOR 2026/APPOINTMENTS TO OHIO SCHOOL BOARDS ASSOCIATION AND CITY COMMITTEES

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

A. Establish 2026 meeting dates, times and location (ORC 3313.15)

Suggestion:

Work Sessions:

Thursday, February 5

Thursday, March 5

Thursday, May 7

Thursday, June 4

Thursday, August 6

Thursday, September 3

Time: 6:30 P.M.

Location: Fairfield Senior High School

Catherine D. Milligan Community Room

8800 Holden Blvd.

(There will be no work session in April, July, October, November and December)

Regular Sessions:

Thursday, February 19

Thursday, March 19

Thursday, April 9

Thursday, May 21 (Compass Elementary)

Thursday, June 25

Thursday, July 9

Thursday, August 20

Thursday, September 17

Thursday, October 15

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Thursday, November 12
Thursday, December 10
Time: 6:30 P.M.
Location: Fairfield Senior High School
Catherine D. Milligan Community Room
8800 Holden Blvd.

- B. Consider establishment of a Board service fund for 2026 in the amount of \$9,942.00. (ORC 3315.15).
- C. Recommend approval of the following standing authorizations for 2026:
1. Authorize the Treasurer to secure advances from the Auditor when funds are available and payable to the district.
 2. Authorize the Treasurer to borrow short-term funds as needed for cash flow purposes.
 3. Authorize the Treasurer to invest inactive funds whenever funds are available.
 4. Authorize the Treasurer to modify appropriations and advance money from fund to fund as needed. Modifications must then be presented to the Board for approval.
 5. Authorize the Treasurer to pay all bills within the limits of the appropriation resolution as bills are received and when the merchandise has been received in good condition.
 6. Authorize the Treasurer to utilize the legal firm of Dinsmore & Shohl when fiscal legal opinions are required.
 7. Authorize the Treasurer to dispose of assets or property (not exceeding \$10,000 in value) that are no longer needed.
 8. Authorize Superintendent or Designee to act as purchasing agent for the district to make purchases of supplies and/or services within the limits of the appropriation measure.
 9. Authorize the Superintendent or Designee during periods when this Board is not in session, to make offers of employment directly to candidates for either teaching or non-teaching positions on behalf of this Board, and to acknowledge acceptance of such offers on behalf of this Board, subject to a subsequent vote of ratification by this Board; provided however, that upon ratification by this Board, the employment shall be deemed effective as of the date and time of the employee's acceptance of the Superintendent's office.

Nothing in this resolution shall require the Board of Education to employ or continue to employ an individual who has not provided a criminal records check satisfactory to the Board or who has not satisfied any other prerequisite to employment created by law or Board policy.

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10. Authorize the Superintendent or Designee, on behalf of this Board, to accept resignations which have been submitted by employees during times when this Board is not in session, subject to ratification by this Board; provided however, that upon ratification by this Board, such resignations shall be deemed effective as of the date and time of the Superintendent's/Designee's acceptance.
11. Authorize the Superintendent or Designee to appoint substitute support staff as necessary within the limits of the annual appropriation resolution.
12. Authorize the Director of Curriculum and Instruction, Assistant Superintendent, Director of Special Services and Director of Business Operations to approve professional day requests for professional and support employees for state meetings, workshops, and events in an amount not to exceed the limits in the Annual Appropriation, Board Policy, and negotiated contracts.
13. Authorize members of the Board to attend workshops, seminars and meetings for Professional Development and to benefit the academic and financial status of district.
14. Recommend that in accordance with Section 3313.26, ORC that the Board waive the reading of minutes from previous meetings.

D. Appointments to OSBA and City Committees

1. Legislative Liaison to OSBA/Federal Relations Network – Mr. Cline
2. Parks and Recreation Board – Mr. Clark
3. Planning Commission – Doug Robertson
4. Student Achievement – Mr. McDonald

(Any of items “A” through “D” may be voted upon separately at the request of any Board member.)

SECOND – Seconded by Mrs. Berding-Miller

ROLL CALL – Ayes: Mrs. Berding-Miller, Mr. Clark, Mr. Cline, Mr. McDonald & Mr. Napier

Nays: None

Motion Carried: 5-0

PRESENTATIONS/RESOLUTIONS

A. School Board Recognition Month – Gina Gentry-Fletcher

Mrs. Gentry-Fletcher presented the Board members with a token of appreciation for their service to the Fairfield City School District.

B. Senior High School Spotlight – Ryan Bellamy

Mr. Bellamy congratulated the new board members. He spoke about the pre-apprenticeship program which includes internships, jobs and new partnerships.

Mr. Muhlberg showed a video which highlighted the following:

- Over the summer two students trained at Performance Automotive and received their Certificate of Completion
- Schneider Electric offered students internships
- Mrs. Taylor, teacher at FHS, spoke about the positive impact the pre-apprenticeship program has had on the students.
- Katie with Mercy Health spoke and stated it has been an awesome opportunity to work with students and it's an honor to be a part of the students' journey.

Mr. Bellamy said they are very excited about this program.

The Board members thanked Mr. Bellamy and Mr. Muhlberg for the awesome presentation.

COMMUNICATION - None

This is the portion of the meeting where you are invited to share your thoughts with the Board. In order for the Board to fulfill its obligation to complete the planned agenda in an effective and efficient fashion, a maximum of thirty (30) minutes of public participation may be permitted at each meeting. 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

26-04 EMPLOYMENT – Mr. Hussel

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

A. Personnel – Professional

1. Employment

a. Extracurriculars 2025-2026

Senior High

Kimberly Lancaster, Basketball, Assistant Girls

Joseph Shellman, Basketball, Assistant Boys

Freshman

Joseph Shellman, Basketball, Boys

Apiyo Thomas, Wrestling, Assistant

Middle – Creekside Middle and Crossroads Middle Combined

Maxwell Meddings, Wrestling, 7th/8th Grade

Middle – Creekside Middle

Todd Bradbury, Basketball, Boys 7th/8th Grade

b. Substitute Teachers 2025-2026

Megan Bryant

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Whitney Whitley

(All recommendations are for the 2025-2026 school year at a rate of \$125 per day.)

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

SECOND – Seconded by Mr. Cline

ROLL CALL – Ayes: Mrs. Berding-Miller, Mr. Clark, Mr. Cline, Mr. McDonald & Mr. Napier

Nays: None

Motion Carried: 5-0

26-05

RESIGNATIONS/UNPAID LEAVE OF ABSENCE/EMPLOYMENT/ATHLETIC EVENT WORKERS – Mr. Hussel

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

1. Resignations
 - a. Valan Midell, Transportation, Bus Driver
(effective the end of day December 19, 2025; for personal reasons)
 - b. Nancy Lothes, District, Confidential Secretary III
(effective the end of day January 31, 2026; for retirement purposes)
 - c. Lisa Williams, Crossroads, Educational Assistant
(effective the end of the day December 19, 2025; for personal reasons)
2. Unpaid Leaves of Absence
 - a. Zahanara Ahmed, Freshman, Educational Assistant
(extension of unpaid leave of absence effective December 22, 2025 through March 2, 2026; for personal reasons)
 - b. Michael Speights, Central, Educational Assistant
(effective December 17, 2025; for personal reasons)
3. Employment
 - a. Taylor Goins, Transportation, Bus Driver
(effective December 15, 2025; for a replacement position)
 - b. Scott Patrick, Compass, Custodian
(effective January 3, 2026; previously listed as a Temporary Custodian; for a replacement position)
4. Athletic Event Workers 2025-2026

Tyler Alexander
Daniel Callahan
Korry Frizzell
Timothy Hawes
Raymond Samworth
Tracy Townsend

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(All recommendations are based on the needs of the Athletic Department for the 2025-2026 school year at a rate approved by the Board, and contingent upon satisfactory submission of all required documents.)

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

SECOND – Seconded by Mrs. Berding-Miller

ROLL CALL – Ayes: Mrs. Berding-Miller, Mr. Clark, Mr. Cline, Mr. McDonald & Mr. Napier

Nays: None

Motion Carried: 5-0

C. Items for Board Discussion

1. Middle School and High School Program of Studies – Mandy Aug

Mrs. Aug gave highlights of the changes:

- Added GPA add-on to CTAG courses
- Butler Tech expanded their Exercise Science program by adding two courses
- Fairfield physical education options added one new course
- Math Department added CCR Statistics
- World Language added CCP Spanish class

Mrs. Aug added that this will be on the next meeting agenda for approval.

2. Board Policy – Kim Hauer

a. EBDE - Procurement and Administration of Overdose Reversal Drugs

Mrs. Hauer stated this is due to House Bill 57 which we are legally required to add this new policy.

3. Financial Update – Jay Phillips

See below.

4. Community Engagement Summary – Billy Smith, Kim Hauer and Jay Phillips

See below.

5. Increasing Revenue Options – Billy Smith

See below.

6. Timeline – Jay Phillips and Billy Smith

See below.

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Superintendent Billy Smith, Assistant Superintendent Kim Hauer, and Treasurer Jay Phillips provided an overview of recent community engagement efforts related to the District's financial outlook and long-term planning. Administration reported that community conversations have focused on explaining the District's five-year forecast, current fiscal trends, and the structural imbalance between revenues and expenditures that is projected to result in continued deficit spending and declining cash balances.

Mr. Phillips reviewed financial information previously shared with the Board and summarized revenue options that have been discussed for informational purposes during community engagements. Administration emphasized that these discussions are intended to promote transparency and understanding, not to solicit support or indicate Board action.

Mr. Phillips also outlined the statutory process and timeline required should the Board choose to consider placing an earned income tax on the May 2026 ballot, including required resolutions and filing deadlines. Administration noted that community engagement efforts will continue as the Board evaluates long-term financial options.

26-06

APPROVAL OF CONTRACT WITH NATIONS CLASSROOM TOUR COMPANY FOR THE EIGHTH GRADE WASHINGTON, D.C. TRIP SCHEDULE FOR OCTOBER 21-24, 2026/ APPROVAL OF BOARD POLICY/APPROVAL OF RESOLUTION OF THE APPOINTMENT OF ASSOCIATE SCHOOL BOARD MEMBER TO SERVE ON THE BUTLER TECHNOLOGY AND CAREER DEVELOPMENT SCHOOLS BOARD OF EDUCATION

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

D. Other Items for Board Action

1. Recommend approval of the contract with Nations Classroom Tour Company for the eighth grade Washington, D.C. trip scheduled for October 21–24, 2026.
2. Recommend approval of the following Board Policy:
 - a. EBDE - Procurement and Administration of Overdose Reversal Drugs
3. Recommend approval of the resolution of the Appointment of Associate School Board Member to serve on the Butler Technology and Career Development Schools Board of Education.

WHEREAS, the Fairfield Board of Education wishes to appoint a member to serve on the Butler Technology and Career Development Schools Board of Education; and

WHEREAS, to be qualified to serve on a board of education of a joint vocational school district, a member must meet the qualifications set forth in Ohio Revised Code 3311.19; and

WHEREAS, the named appointee meets the qualifications as set forth in Ohio Revised Code 3311.19.

NOW THEREFORE, be it resolved, that Abby Berding-Miller meets the qualifications of Ohio Revised Code 3311.19 and is hereby appointed to serve on the Butler Technology and Career Development Schools Board of Education for the

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remainder of the term beginning the date of appointment and ending December 31, 2027, in accordance with Ohio Revised Code 3311.19.

SECOND – Seconded by Mr. McDonald

ROLL CALL – Ayes: Mrs. Berding-Miller, Mr. Clark, Mr. Cline, Mr. McDonald & Mr. Napier

Nays: None

Motion Carried: 5-0

TREASURER’S RECOMMENDATIONS AND REPORTS

26-07

APPROVAL OF MINUTES/APPROVAL OF FINANCIAL REPORTS FOR THE MONTH OF DECEMBER 2025/APPROVAL OF THE 2025-2026 AMENDED APPROPRIATIONS RESOLUTION/APPROVAL OF FISCAL YEAR 2027 TAX BUDGET THAT WILL BE SUBMITTED TO THE BUTLER COUNTY AUDITOR’S OFFICE/APPROVAL OF PAY RATES TO SEASONAL AND SPORADIC ATHLETIC WORKERS, EFFECTIVE JANUARY 1, 2026/APPROVAL OF THE ANNUAL OHIO SCHOOL BOARDS ASSOCIATION MEMBERSHIP FOR JANUARY 2025 – DECEMBER 2025/APPROVAL OF OHIO SCHOOL BOARDS ASSOCIATION LEGAL ASSISTANT FUND SERVICE CONTRACT FOR JANUARY 2025 – DECEMBER 2025/APPROVAL OF NEW IRS MILEAGE RATE OF 72.5 CENTS EFFECTIVE JANUARY 1, 2026/APPROVAL OF JAY PHILLIPS TO ACT AS DESIGNEE FOR BOARD OF EDUCATION TO FULFILL THE PUBLIC RECORDS ACT TRAINING REQUIREMENT AS REQUIRED BY POLICY KBA-PUBLIC’S RIGHT TO KNOW/APPROVAL OF DONATION – Mr. Phillips

MOTION – Moved by Mrs. Berding-Miller to approve the following:

- A. Recommend approval of the minutes of the following meeting:
 - December 11, 2025 – Regular Meeting
 - December 18, 2025 – Special Meeting
- B. Recommend approval of the financial reports for the month of December 2025.
- C. Recommend approval of the 2025-2026 Amended Appropriations Resolution.
- D. Recommend approval of the fiscal year 2027 Tax Budget that will be submitted to the Butler County Auditor’s Office.
- E. Recommend approval of the following rates to be paid to seasonal and sporadic athletic workers, effective January 1, 2026:
 - Scorekeepers/Timers/Ticket takers: \$20 - \$60 (dependent upon sport/games worked)
 - Site Managers: \$60 per game
 - Bookkeeper: \$150 per tournament
- F. Recommend approval of the annual membership (\$9,442) with the Ohio Schools Boards Association for January 2026 – December 2026.
- G. Recommend approval of the Ohio School Boards Association Legal Assistance Fund Service Contract (\$250) pursuant to R.C. Section 3313.171 (January 1, 2026 – December 31, 2026).
- H. Recommend approval of the new IRS mileage rate of 72.5 cents effective January 1, 2026.

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- I. Recommend approval of Jay Phillips to act as designee for Board of Education to fulfill the Public Records Act training requirement as required by Policy KBA – Public’s Right to Know.
- J. Recommend approval of the following donation:
 - 1. A donation of \$500 from Anna Braam for the Fairfield High School food pantry.

Total donations for 2026: \$500.00

SECOND – Seconded by Mr. Napier

ROLL CALL – Ayes: Mrs. Berding-Miller, Mr. Clark, Mr. Cline, Mr. McDonald & Mr. Napier

Nays: None

Motion Carried: 5-0

COMMITTEE REPORTS

- A. Legislative Update – nothing to report.
- B. Butler Tech – Mrs. Berding-Miller stated Butler Tech has been working with Miami University on the Advanced Manufacturing Hub and this week they started teaching. She is looking forward to attending the opening on February 2nd.
- C. Student Achievement – Mr. McDonald gave shout outs to the following –
 - Congratulations to Coach Nelson and the Girls’ Basketball team on their win at Anderson
 - Congratulations to the Girls’ Wrestling Team who recently had champions in three weight classes
 - The Show Choirs First Look will be on Friday, January 23 and Saturday, January 24.
- D. Parks and Recreation – Mr. Clark said there will be a Crossword Puzzle Contest at the Community Arts Center on February 22nd.
- E. Planning Commission – Billy Smith –
Mr. Smith gave an update from Mr. Robertson stating that at the last meeting on December 10th, the commission approved the existing Planned Unit Development to construct a drive-through on 3.11 acres of the 9.12-acre parcel and twenty-two residential homes comprised of eleven duplexes on 6.1 acres. This is on Patterson Drive and River Road. The next meeting is supposed to take place on January 14th.

ANNOUNCEMENTS

January 19, 2026 – Martin Luther King Day – No School

February 5, 2026 – Board Meeting (Work Session) 6:30 PM, Fairfield Senior High School,
Catherine D. Milligan Community Room

Additional two Board Meetings – January 15 and January 27 – 6:30 PM, Fairfield Senior High School, Catherine D. Milligan Community Room.

BOARD MEMBER COMMENTS

Mr. Napier – He thanked Mr. Bellamy and Mr. Muhlberg for the presentation. He welcomed Mr.

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Cline and Mr. McDonald to the Board and congratulated Mr. Clark and Mrs. Berding-Miller on their new roles on the Board.

Mr. McDonald – He thanked his wife and daughters for coming to the meeting this evening and thanked his friends for their support. He stated he appreciated the welcome he has received from the Board, Administration and community. He said the presentation was fantastic and thanked Mr. Bellamy and Mr. Muhlberg.

Mr. Cline – He stated he is very excited to serve the district and thanked his wife and family for all the support. He thanked Mrs. Gentry-Fletcher for the recognition. He thanked Mr. Bellamy and Mr. Muhlberg for the great presentation this evening.

Mrs. Berding-Miller – She welcomed Mr. Cline and Mr. McDonald to the Board. She thanked everyone for allowing her to continue to serve on the Board and choosing her as the Vice President and the Butler Tech board. She thanked all her family who attended the meeting this evening including her mom and dad, husband and son. She thanked Mr. Bellamy and Mr. Muhlberg for the presentation. She then thanked Mr. Phillips for all the work he does and thanked Mr. Smith for the guidance.

Mr. Clark – He thanked Mr. Bellamy and Mr. Muhlberg for the great presentation. He thanked Mr. Smith and Mr. Phillips for explaining the facts as clear as they can for the community.

26-08

EXECUTIVE SESSION

MOTION – Moved by Mr. Napier to recess to Executive Session at 8:27 p.m. to discuss the following:

Court Action 121.22 (G) (3) – Pending or Imminent Litigation

SECOND – Seconded by Mrs. Berding-Miller

ROLL CALL – Ayes: Mrs. Berding-Miller, Mr. Clark, Mr. Cline, Mr. McDonald & Mr. Napier
Nays: None
Motion Carried: 5-0

The Board resumed the meeting at 8:56 p.m.

26-09

ADJOURNMENT

MOTION – Moved by Mrs. Berding-Miller to adjourn the meeting.

SECOND – Seconded by Mr. Cline

ROLL CALL – Ayes: Mrs. Berding-Miller, Mr. Clark, Mr. Cline, Mr. McDonald & Mr. Napier
Nays: None
Motion Carried: 5-0

The meeting was adjourned at 8:57 p.m. by the President, Mr. Clark.

President

Attest: _____
Treasurer