

Fairfield City School District:
Excellence, preparation for life, opportunities for all!

BOARD OF EDUCATION MEETING AGENDA

March 5, 2026

WORK SESSION 6:30 PM
CATHERINE D. MILLIGAN COMMUNITY ROOM
FAIRFIELD SENIOR HIGH SCHOOL

CALL TO ORDER

ROLL CALL

_____ Berding-Miller _____ Clark _____ Cline _____ McDonald _____ Napier

PLEDGE OF ALLEGIANCE – Scott Clark

PRESENTATIONS/RESOLUTIONS

A. Transportation Update – Janette Flick

SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

A. Personnel – Professional

1. Resignations

- a. Lauren Phillips, East, Intervention Specialist
(effective at the end of the 2025-2026 school year; for personal reasons)

2. Unpaid Leave of Absence

- a. Robyn Heidelberg, Compass, 1st grade
(effective for a .25 of a day on April 17, 2026; for personal reasons)

3. Employment

- a. Extracurriculars 2025-2026

Senior High

Joshua Fraasman, Baseball, Reserve Assistant
Timothy J. Seger, Baseball, Assistant

Freshman

Tyler Andary, Track 60%
Jacob Rump, Baseball
Jonathon Stewart, Track 40%
Matt Tyla, Basketball, Boys

Middle – Creekside Middle and Crossroads Middle Combined

Alexis Ring, Track, Middle School, 7th/8th Grade

East Elementary
Melissa Hulley, Talent Show Coordinator

b. Substitute Teachers 2025-2026

Sierra Mabrey
Brenda Nettles

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

c. Volunteer 2025-2026 (Athletics)

Marcel Toney

(The above-noted persons are recommended for approval as volunteer coaches for the 2025-2026 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.)

Motion to accept the recommendations: _____; 2nd _____

_____ Berding-Miller _____ Clark _____ Cline _____ McDonald _____ Napier

President declares motion _____.

B. Personnel – Support

1. Resignations

- a. Brian Carrier, Maintenance, Temporary Custodian
(effective the end of the day February 27, 2026; for personal reasons)
- b. Robert Graf, North, Head Custodian
(effective the end of the day February 21, 2026; for personal reasons)
- c. Jenny Haley, Transportation, Bus Driver
(effective the end of the day February 27, 2026; for personal reasons)
- d. Shawn Mack, District, Custodian
(effective the end of the day March 2, 2026; for personal reasons)

2. Employment

- a. Denisse Braden, East, Educational Assistant
(effective February 18, 2026; for a replacement position)
- b. Lisa Brown, Transportation, Bus Driver
(effective March 2, 2026; for a replacement position)

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

Motion to accept the recommendations: _____; **2nd** _____

_____ **Berding-Miller** _____ **Clark** _____ **Cline** _____ **McDonald** _____ **Napier**

President declares motion _____.

C. Item for Board Discussion

- 1. Board Policies – Kim Hauer
 - a. DLC and DLC-R – Expense Reimbursement
- 2. Book Study – Billy Smith

D. Other Items for Board Action

- 1. Recommend approval of the Potential Reductions Resolution as follows:

BOARD RESOLUTION PRESENTING THE FINANCIAL STATUS OF THE DISTRICT AND DIRECTING THE SUPERINTENDENT AND TREASURER TO IMPLEMENT STAFF, PROGRAM, AND SERVICE REDUCTIONS IN THE EVENT THE MAY 5, 2026 INCOME TAX BALLOT ISSUE FAILS.

WHEREAS, without the passage of the May 5, 2026 income tax ballot issue the District will not have the necessary operating funds to maintain a positive cash balance as required by law; and

WHEREAS, the District is not legally permitted to operate with a negative cash balance; and

WHEREAS, the District is required to secure additional funding to maintain current programming and services; and

WHEREAS, further budget reductions would significantly impact current services and programs which are already provided by the District at a cost per pupil ranked second lowest in Butler County in fiscal year 2025, spending \$3,488 less per pupil than the state average and \$2,279 less than the average of similar districts; and

WHEREAS, the last operating levy in November 2011 was projected to last 2-3 years and the District has not approved an additional operating levy in 14+ years; and

WHEREAS, District local property tax revenues do not increase proportionally with property value increases; and

WHEREAS, the current state biennial budget projects a decrease over the current biennium; and

WHEREAS, based on the current financial forecast, a 1.25% school district earned income tax will allow the District to substantially maintain the current programming and services for FCSD through June 30, 2031; and

WHEREAS, the proposed 1.25% earned income tax would generate approximately \$625 annually for every \$50,000 of taxable earned income.

NOW, THEREFORE, BE IT RESOLVED THAT should the May 5, 2026 earned income tax ballot issue fail, the Board directs the Superintendent and Treasurer to implement the following staff, program, and service reductions:

- Eliminate one and one-half (1.5) District administrative positions, for an estimated cost savings of \$170,000
- Eliminate three (3) administration building support staff positions, for an estimated cost savings of \$183,000
- Restructure the Curriculum and Instruction Department to eliminate five (5) FTE Instructional Specialist positions, for an estimated cost savings of \$577,000
- Reduce fifteen (15) FTE teaching positions through attrition, for an estimated cost savings of \$1,665,000
- Reduce one (1) psychologist position through attrition, for an estimated cost savings of \$100,000
- Eliminate forty-eight (48) grades K-5 unit leader supplemental positions, for an estimated cost savings of \$73,000
- Eliminate thirty-three (33) grades 6-8 department head supplemental positions, for an estimated cost savings of \$78,000
- Eliminate seventeen (17) grades 9-12 department head supplemental positions, for an estimated cost savings of \$54,000
- Reduce building budgets Districtwide by ten (10) percent, for an estimated cost savings of \$90,000
- Reduce the number of extended service days worked, for an estimated cost savings of \$80,000
- Eliminate administrative tuition reimbursement, for an estimated cost savings of \$20,000
- Modify the Chromebook technology replacement cycle for grades K-5, for an estimated cost savings of \$217,000
- Eliminate district funding of college readiness assessments for students including AP and PSAT, for an estimated cost savings of \$90,000
- Eliminate practice of waiving extracurricular participation fees for economically disadvantaged students, for an estimated cost savings of \$55,000
- Modify fee structure for extracurricular participation to include a \$100 increase, for an estimated cost savings of \$150,000
- Reduce elementary building hours to 6:00 p.m., Monday–Friday, and eliminate weekend use, resulting in the reduction of eight (8) custodial positions, for an estimated cost savings of \$500,000
- Eliminate all school field trips, for an estimated cost savings of \$60,000

BE IT FURTHER RESOLVED that the Board directs the Superintendent and Treasurer to implement the aforementioned reductions for the 2026-2027 school year

unless such reductions may be made sooner without displacing any staff member for the 2025-2026 school year.

Motion to accept the recommendations: _____ ; **2nd** _____

_____ **Berding-Miller** _____ **Clark** _____ **Cline** _____ **McDonald** _____ **Napier**

President declares motion _____ .

- 2. Recommend approval of the Potential Resolution to Implement Additional Staff Reduction as follows:

BE IT RESOLVED, that should the May 5, 2026 earned income tax ballot issue fail, the Board directs the Superintendent and Treasurer to implement the following additional staff reduction for the 2026-2027 school year:

- Reduce ten (10) English learner tutor positions for an estimated cost savings of \$405,000

Motion to accept the recommendations: _____ ; **2nd** _____

_____ **Berding-Miller** _____ **Clark** _____ **Cline** _____ **McDonald** _____ **Napier**

President declares motion _____ .

COMMITTEE REPORTS

- A. Legislative Update – John Cline
- B. Butler Tech – Abby Berding-Miller
- C. Student Achievement – Kevin McDonald
- D. Parks and Recreation – Scott Clark
- E. Planning Commission – Billy Smith

ANNOUNCEMENTS

March 7, 2026 – Crystal Classic, 8:00 AM – 11:00 PM; Fairfield Senior High School, PAC and Arena

March 13, 2026 – End of 3rd Quarter, Grades K-12

March 19, 2026 – Board Meeting (Regular Session), 6:30 PM, Fairfield Senior High School, Catherine D. Milligan Community Room

March 23, 2026 – Community Conversations with Jay Phillips and Billy Smith, 9:00 – 11:00 AM at Fairfield Administration Building, Conference Room A. Please contact Angie Neal by 4:00 PM on Friday, March 20, 2026 to schedule your appointment at neal_an@fairfieldcityschools.com or 513-858-8568

March 24, 2026 – Community Conversations with Jay Phillips and Billy Smith, 6:00 – 8:00 PM at Fairfield East Elementary, Media Center. Please contact Angie Neal by 4:00 PM on Monday, March 23, 2026 to schedule your appointment at neal_an@fairfieldcityschools.com or 513-858-8568

BOARD MEMBER COMMENTS

RECESS TO EXECUTIVE SESSION TO DISCUSS:

The employment of public employees 121.22 (G) (1)
Court Action 121.22 (G) (3) – Pending or Imminent Litigation

Motion to convene executive session: _____; **2nd** _____

_____ **Berding-Miller** _____ **Clark** _____ **Cline** _____ **McDonald** _____ **Napier**

President declares motion _____.

President convenes executive session at _____ **P.M.**

President resumes regular meeting at _____ **P.M.**

ADJOURNMENT

Motion to adjourn: _____; **2nd** _____

_____ **Berding-Miller** _____ **Clark** _____ **Cline** _____ **McDonald** _____ **Napier**

President declares motion _____.

President adjourns meeting at _____ **P.M.**