

FAIRFIELD CITY SCHOOLS BOARD OF EDUCATION
REGULAR MEETING
APRIL 10, 2025

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The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Regular Meeting on the 10th of April, 2025 in the Catherine D. Milligan Community Room at Fairfield High School.

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

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

Also present: Mr. Smith, Ms. Lee, Mrs. Hauer, Mr. Hussel, Mr. Perry, Mrs. Aug & Mr. Clemmons

PLEDGE OF ALLEGIANCE – Jerrilynn Gundrum

PRESENTATIONS/RESOLUTIONS

A. Retiree Recognition – Angie Neal and Billy Smith

Mr. Smith read the names of retirees from 2023-2024 and 2024-2025 as Mr. Begley and Mrs. Neal presented certificates and appreciation gifts.

From the 2023-24 school year, the retirees are:

- Julie Clark
- James Pierce
- Patricia Lehman
- Robert Collas
- Denise Leonard
- Kelly Vossman
- Melissa Noll
- Kim McAbee

From the 2024-25 school year, the retirees are:

- Susan Hollingsworth
- Bethlyn Westerbeck
- Karen Cain
- Debby Angel
- Patricia Samples
- Debra Day
- Sonia Newbright
- Lisa Medley
- Kari Burdine
- Judy Weekley
- Katie Pennell
- Elizabeth Houchen
- Lori Baird
- Mary Ellen Menzer
- Cathy Landeen
- Debbie Hawkins
- Kimberly Snider
- Rodney Ritzie

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- Kimberly Witt
- Greg Gaston
- Rhonda Hurst
- Shannon Cupp
- Kim Savage

The Board congratulated all the retirees.

There was a brief recess for pictures.

B. High School Spotlight – Ryan Bellamy

Mr. Bellamy spoke about a new program at the high school called Pre-Apprenticeships. He introduced Mr. Muhlberg who spoke about how they are partnering with local businesses. He also mentioned that about forty percent of the population are not going to college.

A presentation was played with the following information –

Pre-Apprenticeships – Empowering students to compete successfully in a complex changing world.

Pre-Apprenticeships – Description and Benefits

- Opportunities for students to explore various industries and develop workplace skills before graduating from FHS
- Earn a twelve-point Industry Credential for Graduation
- Earn Industry Credential for Career Field
- Provide a pathway to graduation for students who do not demonstrate competency on state assessments
- Strengthen the Fairfield Community and Boost Report Card

Industry Partners Spring 2025

- Healthcare – Mercy Health-Fairfield Hospital
- Early Childhood Education – CAA-ECE
- Maintenance Mechanics – Performance Automotive Network
- Business Management – BSN Sports

Pre-Apprenticeship Requirements

- Training and Curriculum
- Access to Career Counseling
- Hands on Learning
- Partnership with Apprenticeship
- Industry Recognized Credential

Two students, Elliot Ampomah and Simone Blair, both current students in the Pre-Apprenticeship Program spoke to the board about their experience.

What's Ahead

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2024-2025

Four Partners and Fifty Students

- A. Students are selected by interest and/or graduation competency needs
- B. Students are pulled out of class five times over the course of second semester for forty-five minutes to receive teaching from industry professional
- C. Students work toward industry credential asynchronously over the course of the semester

2025-2026

Eight Partners – One hundred fifty students

- A. Pre-Apprenticeships are woven into career pathways
- B. As partners increase, the flexible options increase for students to opt into

2026-2027

Fifteen Partners – Two hundred fifty students

- A. Pre-apprenticeships begin to take a multi-year approach – students who participate Sophomore/Junior year leave for work based learning their Senior year.

Mr. Smith gave kudos to the Administrative Team at the High School. He said we're excited to provide opportunities for students. He also shared that one of the partners for next school year has already reached out to provide it to younger students.

The Board expressed their approval of this new program and thanked Mr. Bellamy and Mr. Muhlberg for the 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

25-33 RESIGNATIONS/UNPAID LEAVES OF ABSENCE/EMPLOYMENT – Mr. Hussel

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

A. Personnel – Professional

1. Resignations

- a. Denisse Contreras, Central, 1st grade
(effective at the end of the 2024-2025 school year; for personal reasons)
- b. Greg Dodge, Senior High, Social Studies
(effective at the end of the 2024-2025 school year; for personal reasons)
- c. Lisa Gaddie-Thomas, District, School Psychologist

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(effective July 1, 2025; for retirement purposes)

- d. Mary Jones, Creekside, School Counselor
(effective at the end of the 2024-2025 school year; for personal reasons)
 - e. Courtney Kidd, East, Preschool Intervention Specialist
(effective at the end of the 2024-2025 school year; for personal reasons)
 - f. Caitlin Koehne, East, 5th grade Math/Science
(effective at the end of the 2024-2025 school year; for personal reasons)
 - g. Sarah Peters, Creekside, 8th grade Math
(effective at the end of the 2024-2025 school year; for personal reasons)
 - h. Barbara Wehrung, West, Kindergarten
(effective at the end of the 2024-2025 school year; for personal reasons)
 - i. Lori Wilson, North, 4th grade ELA
(effective at the end of the 2024-2025 school year; for personal reasons)
2. Unpaid Leaves of Absence
- a. Lauren Cummins, North, 1st grade
(effective for a .50 day on March 27, 2025; for personal reasons)
 - b. Mary Jones, Creekside, School Counselor
(effective for March 28, 2025; for personal reasons)
 - c. Lauren Phillips, East, Intervention Specialist
(effective for the 2025-2026 school year; for personal reasons)
 - d. Melissa Rump, North, 2nd grade
(effective for a .75 day on March 21, 2025; for personal reasons)
 - e. Megan Taylor, East, 1st grade
(effective for the 2025-2026 school year; for personal reasons)
3. Employment
- a. Erin Donahoe, District, Speech Language Pathologist
(recommended for a new one-year limited teaching contract for the 2025-2026 school year, effective August 7, 2025; for a replacement position)
 - b. Jessica Greene, District, Speech Language Pathologist
(recommended for a new one-year limited teaching contract for the 2025-2026 school year, effective August 7, 2025; for a replacement position)
 - c. Cassidy Higginbotham, Creekside, 8th grade Math

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(recommended for a new one-year limited teaching contract for the 2025-2026 school year, effective August 7, 2025; for a replacement position)

- d. Madalyn James, Central, 3rd grade ELA
(recommended for a new one-year limited teaching contract for the 2025-2026 school year, effective August 6, 2025; for a replacement position)
- e. Madison Lane, Senior High, Social Studies
(recommended for a new one-year limited teaching contract for the 2025-2026 school year, effective August 7, 2025; for a replacement position)
- f. Emma Meiers, Senior High, Science
(recommended for a new one-year limited teaching contract for the 2025-2026 school year, effective August 7, 2025; for a replacement position)
- g. Nicole Rawlings, Creekside, School Counselor
(recommended for a new one-year limited teaching contract for the 2025-2026 school year, effective August 7, 2025; for a replacement position)
- h. Special Education Extended School Year 2024-2025

Danielle Seymour
Payton Doran

(The above-named persons are recommended for employment as teachers for the 2025 special education extended school year as needed at the rate of \$34.39 per hour from June 2025 through July 2025, specific dates to be determined.)

- i. Extracurriculars 2024-2025

Senior High

Kyle Bolser, Tennis, Assistant, Boys
Jacob Creamer, Baseball, Assistant 50%
Emily Quigley, Softball, Assistant
Darren J. Wyrick, Weight Room Supervisor, Assistant 1/3

- j. Extracurriculars 2025-2026

Senior High

Jaelyn Caldwell, Cheer Coach, BB, Varsity
Jaelyn Caldwell, Cheer Coach, FB, Varsity

- k. Volunteer Coaching 2024-2025

Alexa Stinnett

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(The above-noted persons are recommended for approval as volunteer coaches for the 2024-2025 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)

1. Non-Renewal of Substitute Teachers for 2024-2025 Year End

Kathy Hampton
Heather Harkins
Elijah Lanham
Lavassa Martin
Daniel McWilliams
Jennafer Morningstar
Alexys Napier
Laura Nesi
Austin Sanders
Emma Skirvin
Samantha Smith
Emily Staten
Grace Toulouse

(The above noted substitute teachers have already worked, or may reach 120 days during the 2024-2025 school year, or they have had, or may have teacher's salary and benefits before the end of the school year due to a long term substitute classroom teacher assignment of 60 consecutive days or more before the end of the school year. Therefore, they must be treated like teachers under limited contract and are entitled to notice of non-renewal. The failure to provide such notice could result in automatic renewal of their contract for the following year.)

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

SECOND – Seconded by Mrs. Gundrum

ROLL CALL – Ayes: Mr. Begley, Mrs. Berding-Miller, Mr. Clark. Mrs. Gundrum & Mr. Napier

Nays: None

Motion Carried: 5-0

25-34

RESIGNATIONS/UNPAID LEAVES OF ABSENCE/EMPLOYMENT/SUPPORT
SUBSTITUTES – Mr. Hussel

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

B. Personnel – Support

1. Resignations

a. Louann Cruze, Compass, Educational Assistant

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(effective the end of the day March 17, 2025; for personal reasons)

- b. Rhonda Hurst, Creekside, Educational Assistant
(effective the end of the day May 31, 2025; for retirement purposes)
- c. Kimberly Savage, District, Confidential Secretary I
(effective the end of the day June 30, 2025; for retirement purposes)
- d. Deborah Sowards, Senior High, Head Cook
(effective the end of the day May 31, 2025; for retirement purposes)

2. Unpaid Leaves of Absence

- a. Kathy Hopper, West, Educational Assistant
(effective February 26, 2025; for personal reasons)
- b. Lisa Nimmo, Creekside, Educational Assistant
(extension of Unpaid Leave of Absence effective April 5, 2025 through May 30, 2025; for personal reasons)
- c. Shayla Seaton, Transportation, Educational Assistant
(effective .25 day March 24, 2025; for personal reasons)
- d. Shayla Seaton, Transportation, Educational Assistant
(effective March 25, 2025 through April 26, 2025; for personal reasons)
- e. Christopher Young, Creekside, Custodian
(effective .75 day March 24, 2025; for personal reasons)
- f. Christopher Young, Creekside, Custodian
(effective March 25, 2025 through April 16, 2025; for personal reasons)

3. Employment

- a. Heaven Larkin, North, Educational Support Assistant
(effective April 7, 2025; for a replacement position)
- b. Jennifer Ledbetter, District, Confidential Secretary I
(effective July 1, 2025; for a replacement position)
- c. Victoria Scungio, Compass, Educational Assistant
(effective March 27, 2025; for a replacement position)
- d. Carol Seip, Senior High, Educational Assistant
(effective March 24, 2025; for a replacement position)

4. Support Substitutes 2024-2025

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William Braunig – Food Service
Shellie Doyle – Office
Daria Khudyak - Office
Carri Short – Food Service, Educational Assistant

(All recommendations are for the 2024-2025 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 Mr. Clark

ROLL CALL – Ayes: Mr. Begley, Mrs. Berding-Miller, Mr. Clark, Mrs. Gundrum & Mr. Napier

Nays: None

Motion Carried: 5-0

C. Items for Board Discussion

1. Book Study – Board of Education and FCSD Leadership Team

The Board Members and Administrators discussed the book titled, “Switch – How to Change Things When Change Is Hard” by Chip Heath and Dan Heath. Tonight’s discussion was over pages 179-264. This was the last book study for 2024-2025.

2. Staffing Needs 2025-2026 School Year – Jennifer Skirvin and Jason Hussel

Mrs. Skirvin stated the growth in number of students with disabilities is at one thousand seven hundred two (1702). She anticipates needing three intervention specialists and six educational assistants to support these numbers. As of right now, six current educational assistants have been re-allocated to West Elementary and two Intervention Specialists can be re-allocated to West Elementary, which leaves only one Intervention Specialist needed. Mrs. Skirvin stated Mrs. Hauer is currently reviewing student numbers and class sizes across the district with the goal of reassigning one more Intervention Specialist to West. This will mean that no additional staff will need to be hired.

3. Revised Administrative Salary Ranges – Jason Hussel

Mr. Hussel stated he sent an email earlier in the week to include the Assistant Treasurer salary.

4. Proposed Master Contract with the Fairfield Classroom Teachers' Association effective June 30, 2025 through June 29, 2027 – Kim Hauer

Mrs. Hauer highlighted a few items in the new contract

- Three percent raise over the next two years
- Two-year contract
- Extra-Curricular compensation
- Adding quarterly meetings
- On the 2026-2027 calendar, adding an additional professional development day

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5. Board Policies – Kim Hauer
 - a. JEFB - Released Time for Religious Instruction
This policy has been updated due to House Bill 8.
 - b. KBA - Public's Right to Know
This policy is modified due to House Bill 265.
 - c. EDE - Computer/Online Services (Acceptable Use and Internet Safety)
This policy is updated due to House Bill 432.
 - d. BCE - Board Committees
This policy is revised due to House Bill 257.
 - e. BD - School Board Meetings
This policy is revised due to House Bill 257.
 - f. JGE - Student Expulsion
This policy is revised due to House Bill 206.
 - g. JHCD – Administering Medicines to Students
This policy is revised due to House Bill 70 and House Bill 206.

25-35

APPROVAL OF THE MASTER CONTRACT WITH THE FAIRFIELD CLASSROOM TEACHERS' ASSOCIATION EFFECTIVE JUNE 30, 2025 THROUGH JUNE 29, 2027/APPROVAL OF THE MATH AND SCIENCE COURSES OF STUDY/ APPROVAL OF THE ADOPTION MATERIALS FOR 9-12 SCIENCE AND K-5 MATH/APPROVAL OF REGULATION/APPROVAL OF BOARD POLICIES/APPROVAL OF REVISED ADMINISTRATIVE SALARY RANGES/APPROVAL TO AWARD THE 2025 ELEVATOR MODERNIZATION AT CROSSROADS MIDDLE SCHOOL TO TK ELEVATOR CORPORATION – Mr. Smith

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

D. Items for Board Action

1. Recommend approval of the Master Contract with the Fairfield Classroom Teachers' Association effective June 30, 2025 through June 29, 2027.
2. Recommend approval of the Math and Science Courses of Study.
3. Recommend approval of the Adoption Materials for 9-12 Science and K-5 Math.
4. Recommend approval of the following Regulation:
 - a. KG-R – Use of District Facilities
5. Recommend approval of the following Board Policies:
 - a. JEFB - Released Time for Religious Instruction

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- b. KBA - Public's Right to Know
 - c. EDE - Computer/Online Services (Acceptable Use and Internet Safety)
 - d. BCE - Board Committees
 - e. BD - School Board Meetings
 - f. JGE - Student Expulsion
 - g. JHCD – Administering Medications to Students
6. Recommend approval of the revised Administrative Salary Ranges.
7. Recommend approval to award the 2025 Elevator Modernization at Crossroads Middle School to TK Elevator Corporation, 934 Daulton Ave. Cincinnati , Ohio 45203. TK Elevator Corporation was the lowest responsive and responsible bidder meeting specifications at an amount of one-hundred fifteen thousand and four hundred and eighty nine dollars (\$115,489).

SECOND – Seconded by Mr. Clark

ROLL CALL – Ayes: Mr. Begley, Mrs. Berding-Miller, Mr. Clark, Mrs. Gundrum & Mr. Napier

Nays: None

Motion Carried: 5-0

TREASURER’S RECOMMENDATIONS AND REPORTS

25-36

APPROVAL OF MINUTES FOR MARCH 20, 2025/APPROVAL OF FINANCIAL REPORTS FOR THE MONTH OF MARCH 2025/APPROVAL OF THE 2024-2025 AMENDED APPROPRIATIONS RESOLUTION/APPROVAL OF DISPOSAL OF FIXED ASSETS/APPROVAL OF THE COMMUNITY REINVESTMENT AGREEMENT RYAN FIREPROTECTION OF OHIO – Ms. Lee

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

- A. Recommend approval of the minutes of the following meeting:
- March 20, 2025 – Regular Meeting
- B. Recommend approval of the financial reports for the month of March 2025.
- C. Recommend approval of the 2024-2025 Amended Appropriations Resolution.
- D. Recommend approval of the disposal of the following fixed assets:

<u>Tag Number</u>	<u>Description</u>	<u>Location</u>
33714	iPad	Technology
33716	iPad	Technology
34037	iPad	Technology
34148	iPad	Technology
34152	iPad	Technology
37010	Laptop	Technology
37273	Laptop	Technology

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37570	Laptop	Technology
37865	Laptop	Technology
38109	Laptop	Technology
S10280	Laptop	Technology
S10381	Laptop	Technology
S10790	Laptop	Technology
S10995	Laptop	Technology
S11233	Laptop	Technology
S11511	Laptop	Technology
S11617	Laptop	Technology
S11658	Laptop	Technology
S11891	Laptop	Technology
S12025	Laptop	Technology
S12097	Laptop	Technology
S12184	Laptop	Technology
S12334	Laptop	Technology
S12455	Laptop	Technology
S12485	Laptop	Technology
S12507	Laptop	Technology
S12566	Laptop	Technology
S12644	Laptop	Technology
S12718	Laptop	Technology
S12765	Laptop	Technology
S12815	Laptop	Technology
S12893	Laptop	Technology
S13283	Laptop	Technology
S13581	Laptop	Technology
S13588	Laptop	Technology
S13718	Laptop	Technology
S13965	Laptop	Technology
S14714	Laptop	Technology
S14715	Laptop	Technology
S14799	Laptop	Technology
S14934	Laptop	Technology
S14969	Laptop	Technology
S14989	Laptop	Technology
S14999	Laptop	Technology
S15358	Laptop	Technology
S15393	Laptop	Technology
S15592	Laptop	Technology
S15620	Laptop	Technology
S15859	Laptop	Technology
S15920	Laptop	Technology
S15944	Laptop	Technology
S16215	Laptop	Technology
S16237	Laptop	Technology
S16408	Laptop	Technology
S16420	Laptop	Technology

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S16493	Laptop	Technology
S16518	Laptop	Technology
S16535	Laptop	Technology
S16718	Laptop	Technology
S16739	Laptop	Technology
S16783	Laptop	Technology
S17333	Laptop	Technology
S17467	Laptop	Technology
S17569	Laptop	Technology
S17585	Laptop	Technology
S17594	Laptop	Technology
200009	Bus	Transportation
210034	Bus	Transportation
210037	Bus	Transportation

- E. Recommend approval of the Community Reinvestment Agreement (CRA) Ryan Fireprotection of Ohio contingent upon approval by Fairfield City Council April 28, 2025.

This agreement includes a six (6) year, 65% tax exemption with an estimated annual payment to the district of \$7,333.

SECOND – Seconded by Mrs. Berding-Miller

ROLL CALL – Ayes: Mr. Begley, Mrs. Berding-Miller, Mr. Clark, Mrs. Gundrum & Mr. Napier

Nays: None

Motion Carried: 5-0

COMMITTEE REPORTS

- A. Legislative Update – Jerrilynn Gundrum

Mrs. Gundrum said the State House approved House Bill 96 which is about the biennial budget. Ms. Lee and Mr. Smith spoke more about this.

- B. Butler Tech – Brian Begley

Mr. Begley stated he sent an email to the Board regarding the End of the Year Showcases. These will happen at all Butler Tech campuses on May 1st or April 24, 4:00-8:00 p.m. He asked all to RSVP.

- C. Student Achievement – Abby Berding-Miller

Mrs. Berding-Miller spoke about a project the zoo works with called “Rain Barrel Art Project”. They have local artists decorate rain barrels and the public places bids on them. She recognized that two students from Fairfield have been choseN to decorate rain barrels – Madison Baker, Junior and Cheryl Henkel, Freshman. Both student’s rain barrels are currently at the Cincinnati Zoo until April 25th.

- D. Parks and Recreation – Scott Clark

Mr. Clark stated the pool at the Aquatic Center opens on May 24th at noon, Groovin’ on the Green concerts are set with ten concerts beginning on May 29th, Hoppin’ Easter Egg Hunt is on April 12th at Village Green Park, and on June 20th there is a Firefly Hunt at Harbin Park,

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8:30-9:30 p.m. He also mentioned Harbin Park playground is open and the splash pad should have a grand opening sometime in May.

E. Planning Commission – Billy Smith

Mr. Smith stated they had a meeting last night and there were no items discussed that were of interest to the Board.

ANNOUNCEMENTS

April 12, 2025 – Fairfield Senior High School Prom, 8:00-11:00 PM, Receptions

April 18, 2025 – Spring Weekend – No School

April 24-25, 2025 – “Peter Pan,” 7:00 PM, Fairfield Senior High School, Performing Arts Center – “The Jim and Pat Davis House”

April 26, 2025 – “Peter Pan,” 2:00 PM & 7:00 PM, Fairfield Senior High School, Performing Arts Center – “The Jim and Pat Davis House”

April 23, 2025 – AP Scholar Night/Top 15 Dinner, 6:00-8:00 PM, Oscar Event Center

April 29, 2025 – Fishing Trip for Students with Special Needs, 10:00 AM, Optimist Club, Joyce Park

May 1, 2025 – Board Meeting, (Work Session), 6:30 PM, South Elementary School, Gymnasium

May 4, 2025 – Arts Fair, 1:00-5:00 PM, Fairfield Senior High School & Fairfield Freshman School

BOARD MEMBER COMMENTS

Mr. Napier – He thanked Mr. Bellamy and Mr. Muhlberg for their presentation. He also thanked Mrs. Skirvin and Mr. Hussel and he recommended going on the fishing trip. He said it is a great time!

Mrs. Gundrum – She wished the retirees a wonderful next chapter in their life. She thanked Elliot and Simone for being there. She said it was a great presentation!

Mrs. Berding-Miller – She thanked the retirees and wished them luck. She thanked Mr. Bellamy and Mrs. Muhlberg for the presentation. She encouraged everyone to reach out to their representatives and tell them how you feel. She said to be safe at prom! She also mentioned that the Fairfield Township Easter Egg Drop is also on April 12th at 11:00 a.m.

Mr. Clark – He said to have a safe prom! He also recommended for everyone to contact their state representatives – write letters, call, send emails – make your voice heard. He congratulated the retirees and thanked Mr. Bellamy and Mr. Muhlberg for setting up the new program.

Mr. Begley – He thanked Mr. Bellamy and Mr. Muhlberg for the new program and wished everyone a Happy Easter!

25-37

ADJOURNMENT

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

SECOND – Seconded by Mrs. Berding-Miller

ROLL CALL – Ayes: Mr. Begley, Mrs. Berding-Miller, Mr. Clark, Mrs. Gundrum & Mr. Napier

Motion Carried: 5-0

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The meeting was adjourned at 8:22 p.m. by the President, Mr. Begley.

President

Attest: _____
Interim Treasurer