

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Work Session on the 1<sup>st</sup> of June 2017 in the Fairfield Administration Building Conference Room A.

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

ROLL CALL – Present: Mr. Begley, Mr. Berding, Mr. Hare, Mrs. O’Neal & Mrs. Shorter

Also present: Mr. Smith, Mrs. Lane, Mr. Martin, Mrs. Wildow & Mr. Clemmons  
Absent: Mr. Weiser

PLEDGE OF ALLEGIANCE – Michael Berding

PRESENTATIONS/RESOLUTIONS

A. Student Code of Conduct Review – Jeff Madden

Mr. Madden presented a review of the Student Code of Conduct to the Board as well as statistics on discipline referrals in the district.

Board discussion:

Mr. Begley

He noted that 101 students are generating five or more referrals. He wanted to know what interventions are going to work for these students.

Mrs. Shorter

She noted that the vast majority of the infractions are for disregarding directions. She asked the specific reasons that so many students are disregarding directions. She asked if the reason related to specific medical conditions.

Mrs. O’Neal

She thinks that the Positive Behavior Intervention & Supports (PBIS) committee is great. She would love to see the data next year.

She wishes that the Middle School Learning Individualized through New Connections (LINC) Program would accommodate more students.

She would like to see other school’s data to compare to ours.

She would love to see the obscene language and cursing decline at the middle school level.

Mr. Berding

He thinks that each elementary shares the same values, but each may teach them differently. He thinks that the elementary schools are doing a great job.

Mr. Hare

He pointed out that common language is critical for understanding.

Mrs. Shorter

She asked for the number of expulsions given at the middle school.

Mr. Begley

He asked if there is a standard policy for electronic devices. The response was that there is a policy that is flexible at the high school level. Each teacher dictates the proper usage or non-usage of electronic devices.

Mr. Berding

He thinks that it will be interesting to see the numbers next year. He is alarmed by the increase of suspensions at the Intermediate and Middle School.

Mr. Hare

He stated that the Board does not have an electronic policy for themselves.

He also noted that the tobacco incidents jumped out at him.

He thinks that there is a lot of positives here.

SUPERINTENDENT'S RECOMMENDATIONS AND REPORTS

17-60 RESIGNATIONS/LEAVES OF ABSENCE/EMPLOYMENT – Mr. Martin

MOTION – Moved by Mrs. O'Neal to approve the following:

A. Personnel – Licensed

1. Resignations

- a. Dawn Eck, Creekside Middle School, 8<sup>th</sup> grade Math  
(effective at the end of the 2016-2017 school year; for personal reasons)
- b. Jennie Johnson, Intermediate, Intervention Specialist  
(effective at the end of the 2016-2017 school year; for personal reasons)

2. Leaves of Absence

- a. Lisa Head, Senior High, Intervention Specialist  
(effective .25 day on May 10, 2017; for personal reasons)

3. Employment

- a. Nancy Albrecht, Crossroads, Spanish  
(recommended for a new one-year teaching contract for the 2017-2018 school year, effective August 31, 2017; for a replacement position)

- b. Jessica Wagoner, East, Music  
(recommended for a new one-year limited teaching contract for the 2017-2018 School year, effective August 31, 2017; for a replacement position)

- c. Elementary Summer School Tutors

Becky Frey

(The above-named person is recommended for employment as a summer school tutor as needed at the rate of \$26.09 per hour from July 10, 2017 through August 17, 2017. For those candidates not already employed by the Board, recommendations are contingent upon presentation of all required documents.)

- d. Extracurriculars 2016-2017

**Senior High**

Erica Wessler, Interact Club Advisor

- e. Extracurriculars 2017-2018

**Creekside Middle**

Terrell Davis, Athletic Director

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

SECOND – Seconded by Mr. Begley

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mr. Hare, Mrs. O’Neal & Mrs. Shorter

Nays: None

Motion Carried: 5-0

17-61 RESIGNATIONS/LEAVES OF ABSENCE/EMPLOYMENT/CORRECTION – Mr. Smith

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

A. Personnel – Classified

1. Resignations

- a. Sharlene Kollstedt, North, Clerk IV  
(effective the end of the day July 31, 2017; for retirement purposes)

2. Leaves of Absence

- a. Sheila Clements, Sr. High, Custodian  
(effective May 25, 2017 through June 4, 2017; unpaid personal medical)

3. Employment

- a. Delina Dusold, East, Educational Assistant  
(effective September 5, 2017; for a replacement position)
- b. Erika Fisher, Freshman, Educational Assistant  
(effective September 5, 2017; for a replacement position)

4. Correction

- a. David Fields, East Custodian  
(correct effective date of hire to May 22, 2017; previously listed on May 18, 2017 Board agenda effective May 12, 2017)

SECOND – Seconded by Mr. Begley

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mr. Hare, Mrs. O’Neal & Mrs. Shorter  
Nays: None  
Motion Carried: 5-0

C. Items for Board Discussion

1. Board Policies – Jeff Madden

- JED – Student Absences and Excuses
- JED-R1 – Students Habitually Absent – Loss of Driving Privileges
- JEDA – Truancy
- JF – Student Rights and Responsibilities
- JFC – Student Code of Conduct
- JFCL – Student Conduct (Policy Repeal)
- JG – Student Discipline
- JGD – Student Suspension
- JGE – Student Expulsion

Mr. Madden presented the following information to the Board:

Policies JED, Student Absences & Excuses, JED-R1, Students Habitually Absent – Loss of Driving Privileges & JEDA – Truancy are changes due to House Bill 410.

Policy JF – Student Rights & Responsibilities needed to be updated.

Policy JFCL – Student Conduct, is now absorbed into Policy JFC – Student Code of Conduct.

Policy JGD – Suspensions cannot be carried over into the new school year.

Board discussion:

Mr. Begley asked if the school district had the right to suspend a driver's license as stated in policy JED-R1.

Mr. Berding asked that the numbers be consistent and that they either be spelled out or placed in parenthesis or both. He also asked for clarification of school days vs. calendar days.

17-62 APPROVAL OF RESOLUTION TO AMEND THE RETIREMENT PICKUP PERCENTAGE FOR THE CLASSIFIED ADMINISTRATIVE POSITIONS EFFECTIVE 07-01-17, THE FAIRFIELD CITY SCHOOL DISTRICT BOARD OF EDUCATION AGREES TO "PICK UP"& PAY AN AMOUNT EQUAL TO SIX PERCENT (6%) OF THE TOTAL COMPENSATION OF THE DESIGNATED ADMINISTRATORS/APPROVAL OF RESOLUTION TO AMEND THE CURRENT RETIREMENT PICKUP FOR ALL CERTIFIED ADMINISTRATORS (WITH THE EXCEPTION OF THE SUPERINTENDENT, ASSISTANT SUPERINTENDENT, DISTRICT ATHLETIC DIRECTOR, & DIRECTOR OF CURRICULUM & INSTRUCTION)/ APPROVAL OF NEW OR REVISED EXTRACURRICULAR POSITIONS/APPROVAL OF FEES FOR THE 2017-2018 SCHOOL YEAR/APPROVAL TO CHANGE JULY 20, 2017 BOARD MEETING TO JULY 13, 2017/APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN THE GOVERNING BOARD OF SOUTHWEST OHIO COUNCIL OF GOVERNMENTS AND THE FAIRFIELD CITY SCHOOL DISTRICT BOARD OF EDUCATION TO PROVIDE SUBSTITUTE SERVICES IN ACCORDANCE WITH THE TERMS & CONDITIONS SET FORTH IN AGREEMENT

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

D. Other Items for Board Action

1. Recommend approval of the following resolution to amend the retirement pickup percentage for the classified administrative positions as follows:

Be it resolved, effective July 1, 2017, the Fairfield City School District Board of Education ("Board") agrees to "pick up" and pay an amount equal to six percent (6%) of the total compensation of the following administrators required by Section 3309.47 of the Ohio Revised Code to be contributed to SERS Ohio:

School and Community Relations Director  
Payroll Supervisor  
Human Resources Director  
Human Resources Supervisor  
Latchkey Coordinator  
Transportation Director  
Assistant Transportation Director  
Supervisor of Buildings and Grounds

The Board is permitted to "pick up" employee contributions in this manner pursuant to Section 3309.47 of the Ohio Revised Code and Section 414(h)(2) of the Internal Revenue Code. These picked-up contributions, although designated as

employee contributions, are being paid by the Board in lieu of employee contributions and shall be paid by the Board as a fringe benefit in addition to the contract salary otherwise payable to the employee. These contributions shall be treated as additional compensation and included in salary for retirement purposes. The balance of any required SERS contributions by the employee shall be treated as a mandatory pre-tax salary reduction from the contract salary otherwise payable to the employee.

The employees subject to the above-described pickups may not opt out of the “picked-up” contributions or elect to receive the contributed amounts directly instead of having them picked up by the Fairfield City School District Board of Education and paid to SERS Ohio. All pickups shall be mandatory and not at the employee’s option. This resolution shall supersede and replace all prior resolutions of this Board governing SERS pickups for the above-described employees. All prior pickups for the above-described employees are hereby fully approved and ratified to the extent permitted by law.

2. Recommend approval of the following resolution to amend the current retirement pickup percentage for all certified administrators (with the exception of the Superintendent, Assistant Superintendent, District Athletic Director and Director of Curriculum and Instruction).

Be it resolved, effective July 1, 2017, the Fairfield City School District Board of Education (“Board”) agrees to “pick up” and pay an amount equal to six percent (6%) of the total compensation of the above-described administrators required by Section 3307.26 of the Ohio Revised Code to be contributed to STRS Ohio.

The Board is permitted to “pick up” employee contributions in this manner pursuant to Section 3307.27 of the Ohio Revised Code and Section 414(h)(2) of the Internal Revenue Code. These picked-up contributions, although designated as employee contributions, are being paid by the Board in lieu of employee contributions and shall be paid by the Board as a fringe benefit in addition to the contract salary otherwise payable to the employee. These contributions shall be treated as additional compensation and included in salary for retirement purposes. The balance of any required STRS contributions by the employee shall be treated as a mandatory pre-tax salary reduction from the contract salary otherwise payable to the employee.

The employees subject to the above-described pickups may not opt out of the “picked-up” contributions or elect to receive the contributed amounts directly instead of having them picked up by the Fairfield City School District Board of Education and paid to STRS Ohio. All pickups shall be mandatory and not at the employee’s option. This resolution shall supersede and replace all prior resolutions of this Board governing STRS pickups for the above-described employees. All prior pickups for the above-described employees are hereby fully approved and ratified to the extent permitted by law.

3. Recommend approval of the following new or revised Extracurricular Positions:

TREE Club Advisor, Senior High (new)  
Talent Show Coordinator, Compass (new)

Class Sponsors, Freshman (revised)  
American Sign Language Club Advisor, Senior High (new)  
Lacrosse Coach, Varsity Boys, Senior High (new)  
Lacrosse Assistant Coach, Boys, Senior High (new)  
Lacrosse Coach, Varsity Girls, Senior High (new)  
Lacrosse Coach, Assistant Girls, Senior High (new)

4. Recommend approval of the proposed fees for the 2017-2018 school year.
5. Recommend approval of changing the Thursday, July 20, 2017 regular board meeting to Thursday, July 13, 2017, 6:30 PM to be held at FHS Catherine D. Milligan Community Room.
6. Recommend approval of a memorandum of understanding between the Governing Board of the Southwest Ohio Council of Governments and the Fairfield City School District Board of Education to provide substitute services in accordance with the terms and conditions set forth in the agreement (this agreement was previously provided to the Board).

SECOND – Seconded by Mrs. Shorter

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mr. Hare, Mrs. O’Neal & Mrs. Shorter

Nays: None

Motion Carried: 5-0

#### COMMITTEE REPORTS

- A. Legislative Update – Balena Shorter  
Mrs. Shorter stated that hearings have concluded. Changes to House Bill 49 are expected. She mentioned that the Kids’ Summer Lunch Program is back this summer.
- B. Butler Tech – Michael Berding  
He shared that Drone Camp is under way at Butler Tech.
- C. Planning Commission – Brian Begley  
The topic of legalization of medical marijuana has come before the Planning Commission. The state of Ohio is looking for cities to participate in the programs. The City of Fairfield has decided not to participate in any of the programs.

#### ANNOUNCEMENTS

June 26, 2017 – Board Meeting, 6:30 PM, FHS Catherine D. Milligan Community Room

June 26, 2017 – Summer Music Games, 5:30 PM, Virgil Schwarm Stadium (Hamilton High)

#### BOARD MEMBER COMMENTS

Mr. Begley

He thanked Mr. Madden for his presentation.

Mrs. Shorter

She thanked Mr. Madden for the great detail provided in the presentation.

BOARD MEMBER COMMENTS (continued)

Mrs. O'Neal

She thanked Mr. Madden for his presentation.

Mr. Berding

He thanked Mr. Madden.

He shared that he walked in the Memorial Day parade with Mrs. O'Neal, Mr. Martin and Mr. Smith and his family.

17-63 EXECUTIVE SESSION

MOTION – Moved by Mr. Begley to recess to Executive Session at 8:29 pm to discuss the following:

The appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official 121.22 (G) (1)  
Court Action 21.22 (G) (3) – Pending or Imminent Litigation  
Collective Bargaining 121.22 (G) (4)

SECOND – Seconded by Mrs. Shorter

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mr. Hare, Mrs. O'Neal & Mrs. Shorter

Nays: None

Motion Carried: 5-0

The Board resumed the meeting at 9:29 pm.

17-64 ADJOURNMENT

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

SECOND – Seconded by Mrs. O'Neal

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mr. Hare, Mrs. O'Neal & Mrs. Shorter

Nays: None

Motion Carried: 5-0

The meeting was adjourned at 9:30 pm by the President, Mr. Hare.

\_\_\_\_\_  
President

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

\_\_\_\_\_  
Treasurer