

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Work Session on the 7th of September 2017 in Conference Room A at the Fairfield Administration Building.

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. Weiser & Mr. Clemmons

PLEDGE OF ALLEGIANCE – Balena Shorter

17-88 RESIGNATIONS/UNPAID LEAVES OF ABSENCE/EMPLOYMENT – Mr. Martin

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

#### SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

##### A. Personnel – Licensed

###### 1. Resignations

- a. Laura Baumann, Crossroads, Dept. Head Special Ed. Gr 6 (effective with the 2017-18 school year; for personal reasons)
- b. Ryan Huff, Crossroads, Dept. Head Special Ed. Gr 8 (effective with the 2017-18 school year; due to grade level transfer within building)
- c. Teresa Sheehy, Central, 5<sup>th</sup> grade, Science/Social Studies (effective June 30, 2018; for retirement purposes)

###### 2. Unpaid Leaves of Absence

- a. Meghan Berlo, Compass, 5<sup>th</sup> grade Math/Science (effective September 20, 2017 through October 20, 2017; for childrearing purposes)
- b. Laura McKee, District, Speech Pathologist, 80% (effective October 4, 2017 through October 27, 2017; for childrearing purposes)

###### 3. Employment

- a. Lynn Brotherton, North, 3<sup>rd</sup> grade Math/Science/Social Studies (recommended for a new one-year limited teaching contract for the 2017-2018 school year, effective August 31, 2017; for a new position)

- b. Chandler Cornett, North, 4<sup>th</sup> grade ELA  
(recommended for a new one-year limited teaching contract for the 2017-2018 school year, effective August 31, 2017; for a new position)
- c. Ryan McVey, Crossroads, Intervention Specialist  
(recommended for a new one-year limited teaching contract for the 2017-2018 school year, effective August 31, 2017; for a replacement position)
- d. Wesley Park, Central, Kindergarten, 50%  
(recommended for a new one-year limited teaching contract for the 2017-2018 school year, effective August 31, 2017; for a new position)
- e. Angela Vanoss, West, 5<sup>th</sup> grade ELA  
(recommended for a new one-year limited teaching contract for the 2017-2018 school year, effective August 31, 2017; for a new position)
- f. Extracurriculars 2017-18

**Senior High**

Aaron Horne, Basketball, Assistant Boys  
Mark Mercer, Show Choir Combo Band Director  
Julie Klint, Sophomore Class Sponsor  
Amanda Meeks, Sophomore Class Sponsor  
Lori Vail, Drama Club Producer

**Middle (Creekside and Crossroads)**

Chris Perry, Football 7<sup>th</sup>/8<sup>th</sup>

**Creekside**

Mark Jarvis, Volleyball 7<sup>th</sup>/8<sup>th</sup>

**Crossroads**

Anthony Hibbard, Chess Club  
Anthony Hibbard, Department Head Social Studies Gr 7  
Ryan Huff, Department Head Special Ed. Gr 6  
Mischell Mueller, Department Head Integrated Language Arts Gr 6  
Kara Ravancho, Department Head Special Ed. Gr 8

**Central**

Stacy McQueen, Unit Leader Gr 2  
Elizabeth Meier, Unit Leader Kindergarten

**East**

Emily Stengel, Student Council Sponsor, 50%  
Brooke Woodrey, Student Council Sponsor, 50%

**South**

Walt Squier, Intramurals

**West**

Melissa Jackson, Elementary Wellness Coordinator  
Kim Knisley, Unit Leader Preschool/Kindergarten  
Stephanie Vinson, Unit Leader Special Education

g. ESLTutors 2017-18

Susan Hinger  
Bhagawat Pyakurel  
Elizabeth Schallip  
Cheyenne Singh

(Periodically the district has students who qualify for English as a Second Language, as determined through the district's established assessment process. It is recommended that the above-noted person(s) be employed as the designated ESL Tutor at the rate of \$28.99 per hour, effective for the 2017-18 school year.)

h. Home Instructors

Larry Abbott  
Stephanie Dodd

(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 \$28.99 per hour, effective for the 2017-2018 school year.)

i. Substitute Teachers

Jennifer Baker  
Amy Combs  
Rebecca Heis  
Briana Roesel

(All recommendations are for the 2017-18 school year at a rate of \$89 per day.)

j. Substitute Nurses

Sandra Coffey

(All recommendations are for the 2017-18 school year at a rate of \$89 per day.)

SECOND – Seconded by Mr. Berding

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

Nays: None

Motion Carried: 5-0

17-89 RESIGNATIONS/LEAVES OF ABSENCE/EMPLOYMENT – Mr. Weiser  
MOTION – Moved by Mrs. Shorter to approve the following:

B. Personnel – Classified

1. Resignations

- a. Janet Black, East, Educational Assistant (Latchkey position only)  
(effective the end of the 2016 – 2017 school year; to accept an additional position within the District)
- b. Bethany Cantwell, Sr. High, Food Service Assistant  
(effective the end of the day September 4, 2017; for personal reasons)
- c. Reagan Clark, East, Educational Assistant  
(effective the end of the day September 4, 2017; for personal reasons)
- d. Sheila Sacco, Crossroads, Food Service Assistant  
(effective the end of the day August 31, 2017; for retirement purposes)
- e. Tracy Steelman, North, Secretary III  
(effective the end of the day August 29, 2017; to accept another position within the District)

2. Leaves of Absence

- a. Tonya Blevens, District Maintenance, Custodian  
(effective August 23, 2017 through September 19, 2017; extension of unpaid Workers Compensation)
- b. Susan Miner, Sr. High, Food Service Assistant  
(effective June 1, 2017 through November 15, 2017; extension of unpaid personal medical)

3. Employment

- a. Mandy Bettag, Sr. High, Clerk IV  
(effective September 6, 2017; for a replacement position)
- b. Lydia Combs, Transportation, Chauffeur  
(effective September 5, 2017; for a new position)
- c. Annelise Erskine, North, Secretary III  
(effective September 5, 2017; for a replacement position)
- d. Brenda Hanna, Transportation, Chauffeur  
(effective September 5, 2017; for a replacement position)
- e. Richelle Hubbuch, Compass, Educational Assistant  
(effective September 5, 2017; for a replacement position)

- f. Kathleen Kennedy, East, Educational Assistant  
(effective September 5, 2017; for a replacement position)
- g. Ann Malamisuro, Transportation, Bus Driver  
(effective September 5, 2017; for a replacement position)
- h. Imelda Ruiz, Central, Food Service Assistant  
(effective September 5, 2017; for a replacement position)
- i. Belinda Simpson, Transportation, Bus Driver  
(effective September 5, 2017; for a replacement position)
- j. Tracy Steelman, Sr. High, Data Entry II  
(effective August 30, 2017; for a replacement position)
- k. Antoinette Sweeney, Transportation, Bus Driver  
(effective September 5, 2017; for a replacement position)
- l. Eudena Taylor, Transportation, Bus Driver  
(effective September 5, 2017; for a replacement position)
- m. Michael Vail, Crossroads, Custodian  
(temporary employment effective September 5, 2017 through  
December 5, 2017; for a replacement position)
- n. Britney van Praag, Transportation, Bus Driver  
(effective September 5, 2017; for a replacement position)
- o. Andrew Westerbeck, Sr. High, Educational Assistant  
(effective September 5, 2017; for a replacement position)
- p. Lesha Williams, Transportation, Chauffeur  
(effective September 5, 2017; for a replacement position)
- q. Melvin Williams, Sr. High, Educational Assistant  
(effective September 5, 2017; for a replacement position)
- r. Vernon Williams, Transportation, Bus Driver  
(effective September 5, 2017; for a replacement position)

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 of Education Presentations – Dan Hare

Mr. Hare mentioned the SWOT – Strengths, Weakness, Opportunities & Threats model as an analysis of the configuration of the schools to include:

- K-5 Alignment
- 2 new Middle Schools.
- New Freshman School
- Sophomore busing

The Board members contributed ideas for future presentations as follows:

Mr. Begley would like to revisit the Master Facilities Plan to see where we are at this point and where we are going.

He would also like to apply the SWOT analysis to the Student Health Center. He is interested in the number of clients served over the summer at the health center. He would like input from Primary Health, providers of the health center. Long-term sustainability is a concern for the health center.

Mrs. Shorter would like to discuss College Readiness and define what is best for our students. She would like to discuss the options for CCP.

She is also interested in a discussion which simplifies School Finance to include discussion on levies and funding sources.

Mrs. O’Neal would like an update on the new electives and Advisory Program. In addition, she would like an update on LINC.

Mr. Berding would like a report on Teacher Professional Development that is experienced out of the classroom.

Mr. Hare would like to explore Building Pride “Phase 2”.

Based on the discussion and input from the Board, it was decided that the items listed above will be narrowed down to a list of items that need to be analyzed by the Board.

2. North Gilmore Road Utility and Road Improvement Easement – Tom Weiser

Fairfield City needed 10 feet additional footage for Duke Energy to move poles along North Gilmore Road. Duke Energy requested a 20 foot easement in addition to the 10 feet requested by the city.

3. Job Description for Extra-Curricular Position (Revision) – Roger Martin

- Rhythm Express Director

The music directors will be attending the Tempo Club meetings based on the Co-curricular job description.

Mrs. Shorter stated that the requirement makes sense and thanked Mr. Martin.

Mr. Berding asked when this item will be on the agenda for a vote.  
Mr. Martin stated that it would be on the agenda for the next meeting.

4. Ohio School Boards Association Conference – Naming of Delegate and Alternate for Annual Business Meeting (November 13, 2017) – Nancy Lane
5. Community Reinvestment Area Agreement – Nancy Lane
6. Additional Provider under the OASBO Section 457 Plan – Nancy Lane

17-90 APPROVAL OF AN EASEMENT TO THE CITY OF FAIRFIELD FOR NORTH GILMORE ROAD/APPROVAL OF BOARD POLICIES/APPOINTMENT OF BALENA SHORTER AS DELEGATE TO THE OHIO SCHOOL BOARDS ASSOCIATION ANNUAL MEETING; APPOINTMENT OF CARRIE O'NEAL AS ALTERNATE/APPROVAL OF COMMUNITY REINVESTMENT AREA AGREEMENT WITH STANDEX ELECTRONICS/APPROVAL OF RESOLUTION FOR AGREEMENT WITH BUTLER COUNTY EDUCATIONAL SERVICES CENTER

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

D. Other Items for Board Action

1. Recommend approval of a new grant of easement to the City of Fairfield, Ohio to allow for the installation, operation, maintenance, repair and or removal of public and quasi-public utilities and the widening, repair or maintenance of North Gilmore Road.
2. Recommend approval of the following Board policies:
  - Policy CCA – Organizational Chart
  - Policy DECA – Administration of Federal Grant Funds
3. The Board hereby appoints Balena Shorter to serve as the delegate for the Ohio School Boards Association Annual Business Meeting. In the event that the delegate is unable to serve, Carrie O'Neal has been appointed as alternate.
4. Recommend approval of the Community Reinvestment Area (CRA) Agreement with Standex Electronics, Inc. contingent upon approval by Fairfield City Council on September 11, 2017. (this agreement includes a 7 year, 75% tax exemption with an annual payment to the District of \$19,052)
5. Recommend approval of the following resolution/agreement to provide services by the Butler County Educational Service Center to the Fairfield City School District:

**RESOLUTION FOR SERVICES WITH BUTLER COUNTY EDUCATIONAL SERVICE CENTER**

**WHEREAS**, the Board of Education desires to enter into an agreement with the Butler County Educational Service Center (“BCESC”) to provide services delineated in the Agreement pursuant to the Ohio Revised Code §3313.845.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of the Fairfield City School District:

### SECTION 1

The Board of Education hereby authorizes and approves the Agreement with the Butler County ESC for the provision of services. BCESC shall furnish services to the Fairfield City School District (“FCSD”).

FCSD agrees to pay the BCESC for the contracted services as listed in Appendix A and Appendix B of this Contract in the amount of \$2,429,263.03.

In the event that it is necessary for the Butler County Governing Board to employ additional personnel to provide the services selected by a specific school district and those services are discontinued or the full-service contract is discontinued, the contracting school district will be responsible for all unemployment and workers’ compensation costs incurred by the Butler County Educational Service Center as a result of the discontinued services and/or positions.

Conditions of this agreement are subject to appropriate funding to the Butler County Educational Service Center to render said services.

This Agreement will be in effect for one school year, commencing July 1, 2017, and ending June 30, 2018.

Administration coordination for this agreement will be the responsibility of designated individuals of FCSD and BCESC. These individuals will be responsible for the implementation and monitoring of this contract and will meet regularly to review the progress of the agreement.

This Agreement may not be amended, changed or modified in any respect whatsoever except in writing signed by all of the parties.

This Agreement constitutes and expresses the entire agreement and understanding between the parties concerning the subject matter of this contract. This Agreement will supersede all prior and contemporaneous discussions, promises, representations, agreements and understandings relative to the subject matter of this Agreement.

This Agreement may be executed by one or more counterparts, each of which will be deemed an original.

(The Agreement along with Appendix A and Appendix B were previously provided to the Board.)

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

17-91 APPROVAL OF REVISION IN OASBO SECTION 457 PLAN TO INCLUDE AXA  
EQUITABLE LIFE INSURANCE COMPANY FOR RECEIPT OF EMPLOYEE  
CONTRIBUTIONS

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

6. Recommend approval of the following resolution approving revisions to the OASBO Section 457 Plan:

WHEREAS, the Fairfield City School District (the “District”) previously adopted and maintains an “eligible deferred compensation plan” under Section 457(b) of the Internal Revenue IRC (“IRC”) through the Ohio Association of School Business Officials (“OASBO”) OASBO 457 Deferred Compensation Plan (the “Plan”); and

WHEREAS, in prior years, OASBO has maintained a Plan Provider Agreement with Voya Retirement Insurance and Annuity Company (“Voya”), pursuant to which Voya has provided (i) group annuity contracts that meet the requirements of IRC Section 457(g)(3) (“Provider Contracts”), and (ii) assistance with certain aspects of Plan administration; and

WHEREAS, the Plan provides that it may be amended from time to time by OASBO, and

WHEREAS, OASBO has amended and restated the terms of Plan and the Plan Provider Agreement, effective as of April 1, 2017; and

WHEREAS, under the amended Plan and Plan Provider Agreement, AXA Equitable Life Insurance Company (“AXA”) also is permitted to (i) offer Provider Contracts, and (ii) assist with certain aspects of Plan administration; and

WHEREAS, as a Participating Employer under the Plan, the District wishes to permit Eligible Employees under the Plan to be able to select Provider Contracts from either or both of Voya and AXA for receipt of their employee contributions under the Plan;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Fairfield City School District, Butler County, Ohio, that:

Section 1. Inclusion of AXA as a Plan Provider. Effective as of September 7, 2017, in connection with the administration of the Plan, both Voya and AXA shall be permitted to offer Provider Contracts for receipt of employee contributions under the Plan. Voya and AXA shall do so pursuant to, and in accordance with, the terms of the Plan Provider Agreement between OASBO and Voya and AXA. The Treasurer is hereby authorized to execute the OASBO Plan Provider Selection Agreement and any

other documents that may be necessary for inclusion of AXA as an additional Provider under the Plan.

Section 2. Compliance with Open Meeting Requirements. This Board finds and determines that all formal actions of this Board and any of its committees concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board or committees, and that all deliberations of this Board and any of its committees that resulted in those formal actions were in meetings open to the public, in compliance with the law.

Section 3. Captions and Headings. The captions and headings in this Resolution are solely for convenience of reference and in no way define, limit or describe the scope or intent of any Sections, subsections, paragraphs, subparagraphs or clauses hereof.

Section 4. Effective Date. This Resolution shall be in full force and effect from and immediately upon its adoption.

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

#### COMMITTEE REPORTS

A. Legislative Update – Balena Shorter - None

B. Butler Tech – Michael Berding

Mr. Berding stated that Peter Clark was named ACTE Teacher of the Year.

Project LIFE, *Learning is for Everyone* is now being used in Butler County, Kansas.

Blue ribbons were awarded to two Fairfield High School students at the Butler County Fair – Jordan Walker and Corinne Hamilton.

Drone Camp Graduation has been held and students used different technology to view the solar eclipse.

C. Parks and Recreation Update – Carrie O’Neal - None

D. Planning Commission – Brian Begley – None

#### ANNOUNCEMENTS

September 9, 2017 – New Buildings Dedication Ceremony, 9:00AM (Fairfield Freshman School  
8790 N. Gilmore Road)

September 14, 2017: Operation Street Smart, 6:05PM (Fairfield Freshman School  
8790 N. Gilmore Road)

September 21, 2017 – Board Meeting, 6:30PM, FHS Catherine D. Milligan Community Room

#### BOARD MEMBER COMMENTS

##### Mr. Begley

He welcomed our students back to the Best School Year Ever!  
He enjoyed the Opening Day Meeting and looks forward to the Dedication Ceremony.

##### Mrs. Shorter

She echoed Mr. Begley's comments to welcome students back and stated that the Opening Ceremony was wonderful. She congratulated the Teacher of the Year and Jeff Stegman, the bus driver who is the Classified Employee of the Year.

##### Mrs. O'Neal

She heard Opening Day was amazing. She feels that the start of the school year has been a huge success and welcomed everyone back.

She attended the Freshman Open House prior to the meeting tonight and she commented that the experience was a perfect example of Fairfield Pride! The students, parents and teachers were all very excited about the new building and truly displayed Fairfield Pride. The teachers are being very creative about ways to teach utilizing the new resources available to them in the building.

##### Mr. Berding

He thanked the residents of Fairfield City and Fairfield Township for their financial investment in our schools. None of this would have been possible without the two units combining efforts and he is proud to be a part of a community that provides such support. He realizes that many may not ever know the impact that they have had on the lives of students by their support, he hopes that impact will be realized.

He stated that it took a village to start the school year and commented on the administrators that went above and beyond to direct traffic and do whatever was necessary in the various buildings the first day of school. He mentioned Billy Smith, Tom Weiser, Nancy Lane and Jeff Madden included in the group that he observed.

He found the Opening Day Meeting inspiring and mentioned the fact that Tyler Bradshaw cited the teachers that had a lasting impact that lasted his lifetime, not just during his school years. He thanked all of the staff and welcomed them as well as the students to a new school year.

##### Mr. Hare

He read the following statement:

I am always mindful of how much we accomplish is influenced by what the community enables us to do. The community has been an important partner in the Building Fairfield Pride Project and the passage of the Bond Issue. It is the community's support that enabled us to provide three new buildings and the reorganization of our elementary and middle schools; transformations that will benefit our students for years to come.

BOARD MEMBER COMMENTS (continued)

Mr. Hare

Thank you for your support and trust in us. It is the community that called that play and the employees carried it out.

17-92 EXECUTIVE SESSION

MOTION – Moved by Mr. Berding to recess to Executive Session at 7:50 pm to discuss the following:

The appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official 121.22 (G) (1)

Collective Bargaining 121.22 (G) (4)

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

The Board resumed the regular meeting at 9:58 pm.

17-93 AMEND AGENDA TO INCLUDE A MOTION FOR A RESOLUTION TO AMEND THE TREASURER’S CONTRACT

MOTION – Moved by Mr. Berding to amend agenda to include a resolution to amend the Treasurer’s contract.

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

17-94 APPROVAL OF RESOLUTION TO AMEND THE TREASURER’S CONTRACT

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

D. Other Item for Board Action

7. BE IT RESOLVED by the Fairfield City School District Board of Education that the Amendment to Treasurer’s Contract on file in the Treasurer’s Office is hereby approved and the President of the Board is hereby authorized to execute the same on behalf of 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

17-95 ADJOURNMENT

MOTION – Moved by Mrs. O’Neal to adjourn the meeting

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

The meeting was adjourned at 10:00 pm by the President, Mr. Hare.

\_\_\_\_\_  
President

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