

FAIRFIELD CITY SCHOOLS BOARD OF EDUCATION
WORK SESSION
JUNE 6, 2024

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Work Session Meeting on the 6th of June, 2024 in the Catherine D. Milligan Community room at the 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 & Mr. Napier
Absent: Mrs. Gundrum

Also present: Mr. Smith, Mrs. Lane, Mrs. Hauer, Dr. Rice, Mrs. Aug, Mr. Perry & Mr. Clemmons

Absent: None

PLEDGE OF ALLEGIANCE – Mike Napier

PRESENTATIONS/RESOLUTIONS

A. Butler Tech Showcase Participation Award – Brian Begley

Mr. Begley stated that at the end of each school year Butler Tech hosts an All Boards Meeting and Showcase. Students show what they have learned while attending Butler Tech. Due to the Fairfield’s Board meeting being on the same night, we sent Doug Robertson, proud Fairfield grad and City Planning Commission representative along with Devin Duncan who is a recent Fairfield grad. At the last Butler Tech meeting, Mr. Begley was presented a participation award, but he wanted to share it with Mr. Robertson and Mr. Duncan.

B. Financial Update and Implications – Nancy Lane and Billy Smith

Mrs. Lane spoke about changes from the current Five Year Forecast from the November 2023 forecast.

The contributing factors for the improved financial picture for this fiscal year include revenue increases associated with interest income coming in higher than projections and tax increment financing districts becoming active with increased revenue from reappraisal. The total revenue from these two items came in \$2.9 million higher than projections.

Expenditures are projected to come in lower than projections. Salary cost savings put into place at the beginning of the 23-24 school year achieved higher than projected savings. The District also realized reduced overtime and lower substitute costs. Salaries are expected to be \$3.6 million lower than projected.

Employee benefits are also lower than projected by \$1.9 million, mainly due to lower salary costs and a new health insurance plan option with lower premium than current PPO plan.

Mr. Smith then made the following statement. “Thank you, Mrs. Lane. Mr. Begley and members of the Board, as Mrs. Lane just shared, the financial status of the district has changed significantly for the better since November. As a result, I would like to recommend that the Board of Education consider reinstating our transportation levels of service for FCSD students back to the same levels that were in place during the 2023-2024 school year. On the agenda, you will see a recommendation to rescind the reductions in force of our transportation employees that were previously voted on. By voting yes on that item, you will

essentially be agreeing to restore transportation levels for FCSD students back to what was offered last year. This also means that start times and end times for the 2024-2025 school year will not change. In addition, based on the latest financial update given by Mrs. Lane, our leadership team would like to press pause on any discussions about going back on the ballot. It is hard to put a date on when it might be necessary to re-engage in that conversation, but I am hopeful that we can wait until November, 2025.

I would like to make a few comments in regard to the improvement in the forecast and the district's response to it. First of all, the latest five year forecast given by Mrs. Lane still shows the need for a levy in the future. However, we have bought ourselves some time. As a result, I am hopeful that we will not have to take another look at another potential ballot issue until November, 2025. While this is an unexpected change, it is good news. I am very thankful that we have an opportunity to restore bussing for our students and families and that we can pause on levy conversations with the Board for the short term.

Of all of the reductions implemented, restoring transportation services for FCSD students is the only item that we are restoring. As Mrs. Lane shared, the reductions that have been implemented have made a positive impact on the district's current financial status. Making reductions is never an easy process, and the task was not taken lightly by anyone involved. When we started these conversations, we shared that we would try to minimize the impact on students and teaching and learning as much as possible, and I believe that our team has done a great job of doing so. While it was not easy to eliminate 12 teaching positions, our team worked hard to find other teaching positions for those individuals. At this time, there are two teachers on the reduction in force list. Of those two teachers, one of them has been offered multiple jobs within the district. Please understand that I know losing one job hurts, and that is why making reductions is such a difficult process. Again, I believe that our team has done an outstanding job of minimizing the impact.

While we welcome this good news about the forecast, we also realize that this is a short-term win. In the near future, it is very likely that we will find ourselves in the same boat we were in just a few months ago. I also think it is important to note that I believe 3 districts in the entire state of Ohio were able to pass an operating levy which was for new money. As a result, we will continue to look for ways to save money so that we can stay off the ballot for as long as possible.

In closing, I want to share with everyone that we are doing what we think is right based on this latest financial update. We did the same thing in November after the five-year forecast. That forecast changed for the better, and the district is now doing what we think is right and fiscally responsible based on the latest information. Again, I am so thankful that we find ourselves in this position. I know that there are other school districts across the state that have found themselves at the opposite end of a change in a financial forecast. Just as I have said before, we will continue to communicate regularly with all of our stakeholders.

At this time, I will turn it back over to the Board for any questions or comments."

Mrs. Berding-Miller asked about the other ten teaching positions? Mr. Smith replied that they had found other positions within the District.

Mr. Begley commented if the levy did pass, those teaching positions would not return and that nothing has changed.

Mr. Clark commented that it adds more time and that busing is a big deal.

The Board thanked Mrs. Lane and Mr. Smith for all they do.

SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

24-46 **RESIGNATIONS/ UNPAID LEAVES OF ABSENCE/EMPLOYMENT** – Mrs. Hauer

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

A. Personnel – Professional

1. Resignations

- a. Lisa Brodbar, South, 2nd grade
(effective at the end of the 2023-2024 school year; for personal reasons)
- b. Lauren Harmon, Central, Art
(effective at the end of the 2023-2024 school year; for personal reasons)
- c. Jason Hussel, South, Principal
(effective at the end of the day June 30, 2024; to accept another position with the District)
- d. Katelin Keller, South, 2nd grade
(effective at the end of the 2023-2024 school year; for personal reasons)
- e. Elizabeth Shields, South, Intervention Specialist ED unit
(effective at the of the day July 17, 2024; for personal reasons)

2. Unpaid Leave of Absence

- a. Idil Oguz, Compass, Music
(effective for August 5, 2024 through October 10, 2024; for childrearing purposes)
- b. Kelsey Lemmel, District, Occupational Therapist
(effective for August 5, 2024 through August 30, 2024; for childrearing purposes)
- c. Jenna Watson, South, Intervention Specialist
(effective for August 5, 2024 through September 13, 2024; for childrearing purposes)

3. Employment

- a. Jenny Ament, South Elementary, Principal

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(recommended for a new two-year administrative contract effective July 1, 2024 – June 30, 2026, for 213 days, on the professional administrative salary range 2 for a replacement position)

- b. Rachel Ballester, Central, 4th grade ELA
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 5, 2024; for a replacement position)
- c. Carrie Breum, Crossroads, EL Teacher
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 6, 2024; for a new position)
- d. Lily Gonzalez, Crossroads, 7th grade Math
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 6, 2024; for a replacement position)
- e. Megan Hopewell, South, 3rd grade ELA
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 5, 2024; for a replacement position)
- f. Jason Hussel, District, Director of Human Resources
(recommended for a new two-year administrative contract effective July 1, 2024 – June 30, 2026, for 218 days, on the professional administrative salary range 2 for a replacement position)
- g. Rebecca Lewandowski, Compass, 4th grade Math/Science/Social Studies
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 5, 2024; for a replacement position)
- h. Trinity Pfalz, Central, 4th grade ELA
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 5, 2024; for a replacement position)
- i. Jaime Powell, Central, 1st grade
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 5, 2024; for a replacement position)
- j. Lynn Riestenberg, Compass, 5th grade Math/Science
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 5, 2024; for a replacement position)
- k. Elizabeth Rivera, Central, 5th grade ELA
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 5, 2024; for a replacement position)
- l. Hannah Striet, Senior High, Spanish
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 6, 2024; for a replacement position)

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- m. McKenna Walters, West, Kindergarten
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 5, 2024; for a replacement position)
- n. Rachael Wolf, North, Intervention Specialist MD/SC
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 5, 2024; for a new position)
- o. Michael Wright, Academy, Middle School Math/Science
(recommended for a new one-year limited teaching contract for the 2024-2025 school year, effective August 6, 2024; for a replacement position)
- p. Elementary Summer School Teachers 2023-2024

Ryan Forbush
Heather Wright

(The above-named persons are recommended for employment as teachers for the 2024 elementary summer school program as needed at the rate of \$33.71 per hour from June 3, 2024 through June 27, 2024. For those candidates not already employed by the Board, recommendations are contingent upon presentation of all required documents.)

- q. Extracurriculars 2023-2024

Freshman

Leonor Campos, Hope Squad Advisor
Payton Doran, Class Sponsor
Taryn LaPrath, Hope Squad Advisor
Dawn Schneider, Department Head Special Education

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

SECOND – Seconded by Mrs. Berding-Miller

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

Nays: None

Motion Carried: 4-0

24-47

RESCIND ITEM 1 REDUCTION IN FORCE UNDER PERSONNEL – SUPPORT FROM THE MAY 16, 2024 BOARD MEETING AND REINSTATE THE FOLLOWING BUS DRIVER POSITIONS EFFECTIVE JUNE 7, 2024/RESIGNATIONS/UNPAID LEAVES OF ABSENCE/EMPLOYMENT/PROMOTION – Mrs. Hauer

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

B. Personnel – Support

- 1. Rescind Item 1 Reduction in Force under Personnel – Support from the May 16,

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2024, Board Meeting and reinstate the following Bus Driver positions effective June 7, 2024:

Heidi Bolser
Jennis Calihan
Anna Coleman
Nicholas Dowers
Patricia Einsfeld
Natalie Hecker
Marvin Hundley
Beverly Hunnicutt
Robert Leimbach
Chelsea Martin
Ray Rains
Cherie Sergent
Beth Suttles
Antoinette Sweeney
Regina Tapplar
David Wene
Loretta Wheeler
Anna Wilson

2. Resignations

- a. Norman Bolling, Central, Custodian
(effective the end of the day May 22, 2024; for personal reasons)
- b. Natasha Isaacs, Creekside, Secretary III
(effective the end of the day May 31, 2024; for personal reasons)
- c. Tina Lloyd, West, Educational Assistant
(effective the end of the 2023-2024 school year; for personal reasons)
- d. Melissa Noll, Crossroads, Educational Assistant
(effective the end of the day May 31, 2024; for retirement purposes)
- e. Karen Smith, West, Cook
(effective the end of the day August 4, 2024; to accept another position within the District)
- f. Rachael Wolf, North, Educational Assistant
(effective the end of the 2023-2024 school year; for personal reasons)

3. Unpaid Leaves of Absence

- a. June Haynes, East, Educational Assistant
(effective May 8, 2024 through July 1, 2024; for personal reasons)

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- b. Tiena Johnson, Transportation, Bus Driver
(effective .5 day May 6, 2024 through July 28, 2024; for personal reasons)
 - c. Patti Stoeppel, Senior High, Food Service Assistant
(effective May 20, 2024 through May 22, 2024; for personal reasons)
4. Employment
- a. Jacob Glock, Freshman, Educational Assistant
(effective August 5, 2024; for a replacement position)
 - b. Jessica Hamren, Compass, Latchkey Assistant
(effective August 5, 2024; for a replacement position)
 - c. Jennifer Hobbs, Central, Food Service Assistant
(effective August 8, 2024; for a replacement position)
 - d. Patricia Jeffries, North, Latchkey Assistant
(effective August 5, 2024; for a replacement position)
 - e. Rebecca Owens, West, Educational Assistant
(effective August 5, 2024; for a replacement position)
 - f. Jennie Thompson, District, Bullying and Harassment Specialist/Title IX
Coordinator
(recommended for a new two-year administrative contract effective
July 1, 2024 – June 30, 2026, for 80 days, on the support administrative
salary range 2 for a replacement position)
 - g. Christopher Young, Creekside, Custodian
(effective June 5, 2024; previously listed as temporary custodian; for a
replacement position)
5. Promotion
- a. Karen Smith, West, Cook, promoted to Crossroads, Head Cook
(effective August 5, 2024; for a replacement position)

(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 & Mr. Napier

Nays: None

Motion Carried: 4-0

C. Items for Board Discussion

- 1. MOU – Additional Severance – Bill Rice

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Dr. Rice stated this MOU is between the District and FCTA. It involves language surrounding additional severance. This will take place for next school year and is projected to save the District \$80,000.00. This will be voted on at the June 27th Board Meeting.

2. Performance Contract for Director of Human Resources – Kim Hauer

Mrs. Hauer said this is adding five days for Jason Hussel. Mr. Hussel's start date is officially July 1st, but this will give him some time to be properly trained and help transition him into his new position.

24-48

APPROVAL OF PERFORMANCE CONTRACT FOR UP TO FIVE ADDITIONAL WORK DAYS FOR INCOMING DIRECTOR OF HUMAN RESOURCES EFFECTIVE JUNE 1, 2024 – JUNE 30, 2024 – Mr. Smith

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

D. Other items for Board Action

1. Recommend approval of a performance contract for up to five (5) additional work days for incoming Director of Human Resources, Jason Hussel, effective June 1, 2024 – June 30, 2024.

SECOND – Seconded by Mr. Napier

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

Nays: None

Motion Carried: 4-0

COMMITTEE REPORTS

A. Legislative Update – Jerrilynn Gundrum

Nothing to report.

B. Butler Tech – Brian Begley

Mr. Begley said his update was at the beginning of the meeting.

C. Student Achievement – Abby Berding-Miller

Mrs. Berding-Miller stated she has two Student Achievements to speak about. First, a huge shout out to the Girls Varsity Softball Team who made it to the semi-finals at the state tournament. This is the first time since 1991.

Secondly, Mrs. Berding-Miller said three S.P.A.M./Art Club students participated in placing murals on walls at Pediatric Associates of Fairfield. The students were Madison, Hosanna and Allison. The art club advisors are Tricia Thatcher and Doris Williams.

D. Parks and Recreation – Scott Clark

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Mr. Clark thanked the Parks and Recreation for organizing the softball game viewing at Village Green. He also mentioned the Parks Popsicle Pop Up which is a Park Planning Workshop will take place on June 18th at Marsh Lake from 5:00-8:00 p.m. Mr. Clark also stated Groovin' on the Green is happening right now with Blessid Union of Souls. He also said they had Goat Yoga at Village Green recently. He suggested to take your family to enjoy the twenty-seven parks around Fairfield.

E. Planning Commission – Billy Smith

Mr. Smith said there was nothing relevant to the Board but did thank Mr. Robertson for attending those meetings on our behalf.

ANNOUNCEMENTS

June 3 – June 27, 2024 – Summer School, Elementary, 8:00-11:30 AM, (Monday-Thursday only); Central Elementary (Closed June 19, 2024)
June 10 – July 3, 2024 – Summer School, Credit Recovery, 7:15-11:15 AM, Fairfield Senior High School (Closed June 19, 2024)
June 19, 2024 – Juneteenth Holiday, All FCSD Buildings Closed
June 27, 2024 – Board Meeting, (Regular Meeting), 6:30 PM. Fairfield Senior High School, Catherine D. Milligan Community Room

BOARD MEMBER COMMENTS

Mr. Napier – He thanked the Board for all they do and appreciates everyone who came out to the meeting tonight.

Mrs. Berding-Miller – She thanked Mr. Robertson and Mr. Duncan for attending the Butler Tech Showcase. She thanked Mrs. Lane and Mr. Smith for their diligence. She stated the forecast is not easy to project. She congratulated Mr. Hussel on his new position and welcomed back Jenny Ament.

Mr. Clark – He thanked Mrs. Lane and Mr. Smith for the clarity and stated we have time to consider what we need to do. He also thanked Mr. Robertson and Mr. Duncan for attending the Butler Tech meeting and representing the Board. He said the Girls Softball run was awesome! He is very proud of them. He then congratulated Mr. Hussel and Mrs. Ament on their new positions.

Mr. Begley – He said the graduation ceremony was great! It is such an honor to be a part of the ceremony. He said he was able to shake Devin Duncan's hand and award him his diploma.

24-49

EXECUTIVE SESSION

MOTION – Moved by Mr. Napier to recess to Executive Session at 7:09 p.m. to discuss the following:

The employment of public employees 121.22 (G) (1)

SECOND – Seconded by Mrs. Berding-Miller

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

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Nays: None
Motion Carried: 4-0

The Board resumed the meeting at 7:52 p.m.

24-50

ADJOURNMENT

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

SECOND – Seconded by Mr. Clark

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

Nays: None

Motion Carried: 4-0

The meeting was adjourned at 7:53 p.m. by the President, Mr. Begley.

President

Attest: _____
Treasurer