

The Board of Education of the Fairfield City School District in the County of Butler, Ohio held a Regular Meeting on the 12<sup>th</sup> of December, 2024 in the Catherine D. Milligan Community room at Fairfield High School.

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

24-106 APPOINTMENT OF TREASURER PRO TEM

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

Appoint Mr. Clark as Treasurer Pro Tem since Interim Treasurer is not present at the Board Meeting.

SECOND – Seconded by Mr. Napier

ROLL CALL – Ayes: Mr. Begley, Mr. Clark & Mr. Napier

Nays: None

Motion Carried: 3-0

ROLL CALL – Present: Mr. Begley, Mr. Clark & Mr. Napier

Absent: Mrs. Berding-Miller & Mrs. Gundrum

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

Absent: Ms. Lee

PLEDGE OF ALLEGIANCE – Mike Napier

PRESENTATIONS/RESOLUTIONS

A. Equity Progress Report – Equity Leadership Team

Mr. Smith began by stating the mission and beliefs of the Equity Leadership Team. Mrs. Hayes spoke about how the Equity Leadership Team is guided by four pillars:

- Pillar I – Recruit, hire and retain teachers, administrators and staff members of color
- Pillar II – Increase cultural awareness of all students, teachers, administrators and staff of FCSD
- Pillar III – Increase community engagement and parental involvement
- Pillar IV – Increase student engagement and learning opportunities to emphasize the value and importance of the participation of diverse students in all curricular and extracurricular activities

Mrs. Hayes spoke about how diverse we are by showing enrollment numbers for 2021-2022, 2022-2023 and 2023-2024.

Mr. Hussel spoke about Pillar I. He stated he and Mrs. Skirvin attended a recruitment night at Miami University and will be attending one at Xavier University.

Mrs. Aug said for Pillar II, the professional development for teachers, they can choose a pathway topic including Culturally Responsive Classroom Practice, SIOP, Strategies to Support English Learners, Supporting a Positive Classroom Environment, Supporting Students with Disabilities, or Trauma-Informed Teaching Practices.

Mrs. Aug introduced four students. Abigail and Anna Martz, who spoke about their involvement in the Back to School Bash and what it meant to them. Jazmyn Richardson and Mattie Gragston, who are two Equity Leadership Team Representatives, shared experiences with Show Choir and ACT-SO.

Mrs. Hayes showed a slide with names of the FCSD Equity Leadership Team and FCSD Diversity Recruitment and Retention Committee.

Mr. Smith gave some closing remarks.

Mr. Napier asked for the percentage of minority employees. Mr. Hussel stated he would get that information to the Board. Mr. Clark stated it was good to see the percentages growing each year and asked what numbers they were looking for in parent engagement. Mr. Begley spoke about the passion of former Board Member, Mrs. Shorter.

#### COMMUNICATION - None

This is the portion of the meeting where you, the residents of the Fairfield City School District, 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

##### 24-107 RESIGNATIONS/UNPAID LEAVES OF ABSENCE/EMPLOYMENT – Mr. Hussel

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

##### A. Personnel – Professional

##### 1. Resignations

- a. Debbie Hawkins, East, 5th grade ELA  
(effective June 1, 2025; for retirement purposes)
- b. Rebecca Heis, West, Preschool Intervention Specialist  
(effective December 20, 2024; for personal reasons per agreement)
- c. Samantha Jung, Crossroads, 8th grade ELA  
(effective at the end of the 2024-2025 school year; for personal reasons)

- d. Kimberly Snider, Senior High, Math  
(effective June 1, 2025; for retirement purposes)

2. Unpaid Leaves of Absence

- a. Gayle Jett, West, RN  
(effective for a .25 day on November 22, 2024; for personal reasons)
- b. Elizabeth Meier, Central, Kindergarten  
(effective for December 11, 2024 through December 18, 2024; for personal reasons)
- c. Julie Muething-Sallans, Senior High, EL Teacher  
(effective for a .25 day on January 28, 2025 through March 12, 2025; for childrearing purposes)
- d. Eric Richmond, Academy, English  
(effective for October 2, 2024 through February 6, 2025; for personal reasons)
- e. Melissa Rump, North, 2nd grade  
(effective for December 2, 2024 through December 6, 2024; for personal reasons)
- f. Markie Sunderhaus, Senior High, American Sign Language  
(effective for December 11, 2024 through February 28, 2025; for childrearing purposes)

3. Employment

- a. Extracurriculars 2024-2025

**Senior High**

Fred Andrews, Basketball, Assistant Boys 70%  
Maiya Caldwell, Musical Choreography Director  
Quinn Caney, Show Choir Combo Band Director  
Kevin Flaig, Wrestling, Assistant  
Aaron Horne, Basketball, Assistant Boys 70%  
Shayne Laflin, Wrestling, Reserve Assistant  
Michael Lewis, Basketball, Assistant Boys 20%  
Phillip Matteson, Bowling Coach, Lead Assistant  
Nedra Nichting, Bowling Coach, Assistant  
Elijah O'Connor, Swim Coach, Assistant  
David Shotwell, Swim Coach, Assistant

**Freshman**

Robert Jackson, Basketball, Girls  
Harold Sparks, Wrestling, Assistant

Michael Wright, Basketball, Assistant Girls

**Middle – Creekside Middle**

Tracey Buell, Volleyball Coach, 7th/8th Grade

**West Elementary**

J. Michael Holz, Intramurals

b. Substitute Teachers 2024-2025

Daniel McWilliams  
Lauren Mueller  
Todd Spenceley

(All recommendations are for the 2024-2025 school year at a rate of \$125 per day.)

c. Home Instructor 2024-2025

Rodney Hubbard

(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 \$34.39 per hour, effective for the 2024-2025 school year.)

d. Volunteer Coaches 2024-2025

Kemari Brown  
Micah Pennington  
Kyle Ware

(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.)

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

SECOND – Seconded by Mr. Clark

ROLL CALL – Ayes: Mr. Begley, Mr. Clark & Mr. Napier

Nays: None

Motion Carried: 3-0

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

B. Personnel – Support

1. Resignations

- a. Anna Coleman, Transportation, Bus Driver  
(effective the end of the day November 22, 2024; for personal reasons)
- b. Debra Day, Transportation, Bus Driver  
(effective the end of the day February 28, 2025; for retirement purposes)
- c. Josie Hennegan, North, Educational Assistant  
(effective the end of the day December 10, 2024; for personal reasons)
- d. Robert Leimbach, Transportation, Bus Driver  
(effective the end of the day December 1, 2024; to accept another position within the District)
- e. Danielle Swabb, Creekside, Clerk IV  
(effective the end of the day December 10, 2024; for personal reasons)

2. Unpaid Leaves of Absence

- a. Gary Bashford, Freshman, Custodian  
(extension of unpaid leave of absence effective November 19, 2024 through June 19, 2025; for personal reasons)
- b. Dennis Bertsch, Transportation, Bus Driver  
(effective .5 day November 19, 2024 through November 20, 2024; for personal reasons)
- c. Joann Bertsch, Transportation, Bus Driver  
(effective November 18, 2024 through November 20, 2024; for personal reasons)
- d. Colin Cunningham, Creekside, Custodian  
(extension of unpaid leave of absence effective December 16, 2024 through January 1, 2025; for personal reasons)
- e. Charity Gialloreto, Creekside, Educational Assistant  
(extension of unpaid leave of absence effective November 27, 2024 through January 15, 2025; for personal reasons)
- f. Cynthia Imfeld, Compass, Educational Assistant  
(effective November 15, 2024 through November 22, 2024; for personal reasons)
- g. Tammy Miller, Transportation, Educational Assistant  
(effective .5 day December 3, 2024 through February 7, 2025; for personal reasons)

3. Employment

- a. Cheryl Graham, Senior High, Educational Assistant

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(effective January 7, 2025; for a replacement position)

- b. Robert Leimbach, Transportation, Chauffeur  
(effective December 2, 2024; for a replacement position)
- c. Leslie Lunsford, Senior High, Food Service Assistant  
(effective December 2, 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, Mr. Clark & Mr. Napier

Nays: None

Motion Carried: 3-0

C. Items for Board Discussion

- 1. FCSD Representation on the Butler Tech Board of Education – Brian Begley

Mr. Begley said he has been involved with being the representative for the past few years and would like to continue for 2025. Mr. Smith stated this would be voted on at the next board meeting in January.

- 24-109     APPROVAL OF THE ORGANIZATIONAL MEETING TO BE HELD ON MONDAY, JANUARY 13, 2025 AT THE FAIRFIELD ADMINISTRATION BUILDING IN CONFERENCE ROOM A AND TO APPROVE BRIAN BEGLEY TO SERVE AS PRESIDENT PRO-TEM FOR THE BEGINNING OF THE MEETING

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

- 1. Recommend approval of the Organizational Meeting to be held on Monday, January 13, 2025 at the Fairfield Administration Building in Conference Room A and to approve Brian Begley to serve as President Pro-Tem for the beginning of the meeting.

SECOND – Seconded by Mr. Clark

ROLL CALL – Ayes: Mr. Begley, Mr. Clark & Mr. Napier

Nays: None

Motion Carried: 3-0

TREASURER'S RECOMMENDATIONS AND REPORTS

- 24-110     APPROVAL OF MINUTES FROM NOVEMBER 21, 2024 BOARD MEETING/APPROVAL OF FINANCIAL REPORTS FOR THE MONTH OF NOVEMBER 2024/APPROVAL OF THE 2024-2025 AMENDED APPROPRIATIONS RESOLUTION/APPROVAL OF DONATION/APPROVAL OF THE DISPOSAL OF FIXED ASSETS

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

- A. Recommend approval of the minutes of the following meeting:

November 21, 2024 – Regular Meeting

- B. Recommend approval of the financial reports for the month of November, 2024.
- C. Recommend approval of the 2024-2025 Amended Appropriations Resolution.

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D. Recommend approval of the following donation:

1. A donation of 400 Penworthy books with an approximate value of \$8,000.00 to be used in Fairfield City Schools libraries.

**Total donations for 2024: \$240,629.62**

E. Recommend approval of the disposal of the following fixed assets:

<u>Tag Number</u>	<u>Description</u>	<u>Location</u>
10361	AED	Student Services
26903	AED	Student Services
26912	AED	Student Services
28873	Smart Board	Fairfield Ed Bldg
28874	Projector	Fairfield Ed Bldg
33732	7480 Laptop	Technology
33733	7480 Laptop	Technology
33734	7480 Laptop	Technology
33735	7480 Laptop	Technology
33737	7480 Laptop	Technology
33738	7480 Laptop	Technology
34952	iPad	Technology
37156	3190 Laptop	Technology
37397	3190 Laptop	Technology
38002	3190 Laptop	Technology
38610	iPad	Technology
38611	iPad	Technology
38612	iPad	Technology
38613	iPad	Technology
38614	iPad	Technology
38615	iPad	Technology
38823	3190 Laptop	Technology
S10274	3190 Laptop	Technology
S10578	3190 Laptop	Technology
S10640	3190 Laptop	Technology
S10829	3190 Laptop	Technology
S10866	3190 Laptop	Technology
S11069	3190 Laptop	Technology
S11292	3190 Laptop	Technology
S12069	3190 Laptop	Technology
S12193	3190 Laptop	Technology
S12371	3190 Laptop	Technology
S12443	3190 Laptop	Technology
S12901	3190 Laptop	Technology
S13242	3190 Laptop	Technology
S13434	3190 Laptop	Technology
S13595	3190 Laptop	Technology
S13619	3190 Laptop	Technology
S13628	3190 Laptop	Technology
S13748	3190 Laptop	Technology

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S13809	3190 Laptop	Technology
S14146	3190 Laptop	Technology
S14276	3190 Laptop	Technology
S14315	3190 Laptop	Technology
S14476	3190 Laptop	Technology
S14597	3190 Laptop	Technology
S14919	3190 Laptop	Technology
S15229	3190 Laptop	Technology
S15326	3190 Laptop	Technology
S15342	3190 Laptop	Technology
S15418	3190 Laptop	Technology
S15604	3190 Laptop	Technology
S15771	3190 Laptop	Technology
S15828	3190 Laptop	Technology
S15884	3190 Laptop	Technology
S15891	3190 Laptop	Technology
S15918	3190 Laptop	Technology
S16077	3190 Laptop	Technology
S16280	3190 Laptop	Technology
S16284	3190 Laptop	Technology
S16565	3190 Laptop	Technology
S16939	3190 Laptop	Technology
S17023	3190 Laptop	Technology
S17185	3190 Laptop	Technology
S17203	3190 Laptop	Technology
S17214	3190 Laptop	Technology
S17281	3190 Laptop	Technology
S17330	3190 Laptop	Technology
S17342	3190 Laptop	Technology
S17407	3190 Laptop	Technology
S17491	3190 Laptop	Technology
S17576	3190 Laptop	Technology
S17617	3190 Laptop	Technology

SECOND – Seconded by Mr. Napier

ROLL CALL – Ayes: Mr. Begley, Mr. Clark & Mr. Napier

Nays: None

Motion Carried: 3-0

COMMITTEE REPORTS

A. Legislative Update – Jerrilynn Gundrum

Nothing to report due to Mrs. Gundrum's absence.

B. Butler Tech – Brian Begley

Mr. Begley stated he attended the ACTE National Conference recently. He said approximately five thousand people were in attendance. There were exhibitors and Butler Tech spoke five times in workshops.



C. Student Achievement – Abby Berding-Miller

Nothing to report due to Mrs. Berding-Miller's absence.

D. Parks and Recreation – Scott Clark

Mr. Clark said the Parks have committee openings in Cultural Arts Advisory – three-year term; Environmental Commission – three-year term; and First and Fourth Ward – three-year term. He also talked about the Community Arts Center. Go see the lights, trees and art on display. He said they are also looking to put art of local artists in the Community Arts Center.

E. Planning Commission – Billy Smith

Mr. Smith said Doug Robertson reported that consideration of the new concept development plan for the former Benzing Estates PUD in which MI Homes proposed for Whispering Hill PUD. This will include sixty-eight owner occupied homes. The proposal was unanimously approved and is expected to start in a year.

ANNOUNCEMENTS

December 20, 2024 – End of 1st Semester Grades 9-12, End of 2nd Quarter Grades K-8

December 23, 2024 – Conference Exchange Day – No School

December 24, 2024 – Winter Break Begins – No School

January 6, 2025 – Inservice Day #4 – No Students

January 7, 2025 – School Resumes after Winter Break

January 8, 2025 – Community Diversity Alliance Meeting, 6:00-7:00 PM, FCSD

Administration Building, 4641 Bach Lane

January 13, 2025 – Board Meeting, Organizational Meeting, 6:30 PM, Fairfield

Administration Building, Conference Room A

BOARD MEMBER COMMENTS

Mr. Napier – He thanked Mrs. Hayes, Mr. Hussel and Mrs. Aug for the presentation. He enjoyed hearing from the students. He congratulated Aaron Blankenship for getting Athletic Director of the Year for Ohio. He wished everyone a Merry Christmas.

Mr. Clark – He also thanked Mrs. Hayes, Mr. Hussel and Mrs. Aug for the presentation. He said for every to be safe, Merry Christmas and see you next year!

Mr. Begley – He said we are working hard to increase the amount of diverse hires. He appreciates all the efforts. He stated Light Up Fairfield was great. He wished everyone a happy holiday season!

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ADJOURNMENT

MOTION – Moved by Mr. Clark to adjourn the meeting

SECOND – Seconded by Mr. Napier

ROLL CALL - Ayes: Mr. Begley, Mr. Clark, & Mr. Napier

Nays: None

Motion Carried: 3-0

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The meeting was adjourned at 7:11 p.m. by the President, Mr. Begley.

\_\_\_\_\_  
President

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