

The Board of Education of the Fairfield City School District in the County of Butler, State of Ohio, held a Work Session on the 1<sup>st</sup> day of May 2008 at the Fairfield High School Community Room.

The meeting was called to order by the President at 5:30 pm.

ROLL CALL – Present: Mrs. Bailey, Mr. Engel, Mr. Kearns, Dr. Morris, & Mr. Murray  
Absent: None

Also present: Cathy Milligan, Rob Amodio, Nancy Lane, & John Clemmons

#### PLEDGE OF ALLEGIANCE

#### 08-55 EXECUTIVE SESSION

MOTION – Moved by Mr. Murray to recess to Executive Session at 5:31 pm to discuss the following:

Court Action 121.22(G)(3) – Pending or Imminent Litigation  
Employment and Compensation of Personnel 121.22 (G) (1)

SECOND – Seconded by Mr. Kearns

ROLL CALL – Ayes: Mrs. Bailey, Mr. Engel, Mr. Kearns, Dr. Morris, & Mr. Murray  
Nays: None  
Motion Carried: 5-0

The Board resumed the Work Session at 6:21 pm.

#### PRESENTATIONS/RESOLUTIONS

##### A. Resolution for National Teacher Day

Mrs. Milligan recommends that the agenda, Section A, Personnel –Certificated, be amended to include:

Item f: Recommend approval of the employment of Paul Otten, District Assistant Superintendent, on a three year administrative contract for 228 days effective July 1, 2008, through June 30, 2011. To be placed on Range 3 of the Certificated Administrators Salary Schedule. This is for a replacement position.

Item g: Recommend approval of the employment of Billy Smith, Fairfield Middle School Principal, on a three year administrative contract for 223 days effective July 1, 2008, through June 30, 2011. To be placed on Range 3 of the Certificated Administrators Salary Schedule. This is for a replacement position.

08-56 AMEND AGENDA, SECTION A TO INCLUDE – ITEM F “RECOMMEND APPROVAL OF EMPLOYMENT OF PAUL OTTEN FOR DISTRICT ASSISTANT SUPERINTENDENT ON A THREE YEAR ADMINISTRATIVE CONTRACT FOR 228 DAYS EFFECTIVE JULY 1, 2008, THROUGH JUNE 30, 2011, TO BE PLACED ON RANGE 3 OF CERTIFICATED ADMINISTRATORS SALARY SCHEDULE AND ITEM G “RECOMMEND APPROVAL OF EMPLOYMENT OF BILLY SMITH FOR MIDDLE SCHOOL PRINCIPAL FOR A THREE YEAR ADMINISTRATIVE CONTRACT FOR 223 DAYS EFFECTIVE JULY 1, 2008, THROUGH JUNE 30, 2011, TO BE PLACED ON RANGE 3 OF CERTIFICATED ADMINISTRATORS SALARY SCHEDULE”

MOTION – Moved by Mr. Murray to amend the agenda to include items f and g, as stated above.

SECOND – Seconded by Mrs. Bailey

Public Comments: None

ROLL CALL – Ayes: Mrs. Bailey, Mr. Engel, Mr. Kearns, Dr. Morris, & Mr. Murray

Nays: None

Motion Carried: 5-0

#### SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

#### 08-57 EMPLOYMENT

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

#### A. Personnel -- Certificated

##### 1. Employment

- a. James Glaser, Senior High, Variety Show Director 50%  
(effective for the 2007-2008 school year)
- b. Karin Hansee, Middle, 7th/8th grade Math  
(recommended for a new one-year teaching contract effective August 25, 2008 for the 2008-2009 school year; for a replacement position)
- c. Patrick O'Leary, Senior High, Basketball, Girls Head Coach  
(effective for the 2008-09 school year)
- d. Melanie Martin, Senior High, Variety Show Director 50%  
(effective for the 2007-2008 school year)
- e. William Miller, District, Secondary Curriculum Coordinator  
(Recommend approval of a two-year administrative contract for 208 days effective July 1, 2008, through June 30, 2010; to be placed on Range 3 of the Certificated Administrators Salary Schedule. This is for a replacement position.)

- f. Paul Otten, District, Assistant Superintendent  
(Recommend approval of a three-year administrative contract for 228 days effective July 1, 2008, through June 30, 2011. To be placed on Range 3 of the Certificated Administrators Salary Schedule. This is for a replacement position)
  
- g. Billy Smith, Fairfield Middle School Principal  
(Recommend approval of a three year administrative contract for 223 days effective July 1, 2008, through June 30, 2011. To be placed on Range 3 of the Certificated Administrators Salary Schedule. For a replacement position)

(All recommendations are contingent upon satisfactory submission of all required documents)

SECOND – Seconded by Mr. Murray

Public Comments: None

Comments:

Mr. Murray

He is glad to see Paul and Billy moving up.

Mrs. Bailey

She is very pleased to see both Paul and Billy moving up.

Dr. Morris

It is exciting to see what talent we have in our school district.

ROLL CALL – Ayes: Mrs. Bailey, Mr. Engel, Mr. Kearns, Dr. Morris, & Mr. Murray

Nays: None

Motion Carried: 5-0

08-58 APPROVAL OF LANGUAGE ARTS TEXT BOOKS FOR K-8/APPROVAL OF LUNCH PRICES FOR 2008-2009 SCHOOL YEAR/APPROVAL OF SUMMER LATCHKEY PROGRAM REGISTRATION/SUPPLY FEE INCREASE/APPROVAL OF THE AMENDMENT TO THE COMMUNITY REINVESTMENT AGREEMENT WITH HIGHLAND-FAIRFIELD ASSOCIATES LP AND THE CITY OF FAIRFIELD

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

#### ITEMS FOR BOARD ACTION

- A. Recommend approval of Language Arts textbook for grades K-8  
Presented by Phyllis Gethers

Treasures-Core Reading/Language Arts program for grades K-4  
MacMillan/McGraw-Hill 2009

Reading Street Core Reading/Language Arts program for grades 5-6  
Scott Foresman 2008

Dr. Morris and Mrs. Bailey thanked Phyllis and her committee for all of their work.

B. Recommend approval of school lunch prices for the 2008-2009 school year as follows:

Students grades 1-6	\$2.25
Students grades 7-12	\$2.40
Adults	\$2.70
Juice	\$0.50

(This represents a 15-cent increase in lunch prices and a 5-cent increase in price of juice due to increases in food costs and delivery fees. The cost of milk will remain at 50 cents. The last school lunch price increase was effective for the 2006-2007 school year.)

Presented by Mr. Amodio and Mr. Foster.

Mr. Foster also presented information regarding the Children's Hunger Alliance breakfast program.

C. Recommend that the Summer Latchkey Program Registration/Supply Fee be set at \$50.00 effective with the Summer 2008 Latchkey Program.

(This represents a \$30.00 increase for planning and supplies due to increased costs of food, supplies, and entry fees/fuel for field trips. The daily fee will remain \$25.00 per child per day, which runs 6:30 a.m. until 6:00 p.m.)

Mr. Amodio and Mrs. Vogt presented this information.

D. Recommend approval of the amendment to the Community Reinvestment Agreement with Highland-Fairfield Associates LP and the City of Fairfield, Ohio contingent upon approval by Fairfield City Council.

(This amendment will allow more time for the completion of the renovation project.)

Mrs. Lane presented the amendment to the Board.

SECOND – Seconded by Mrs. Bailey

Public Comments: None

ROLL CALL – Ayes: Mrs. Bailey, Mr. Engel, Mr. Kearns, Dr. Morris, & Mr. Murray

Nays: None

Motion Carried: 5-0

08-59 APPROVAL OF THE COMMUNITY REINVESTMENT AGREEMENT WITH TAKUMI STAMPING, INC., AND THE CITY OF FAIRFIELD/APPROVAL OF AWARDED BIDS TO SERVER ROOM UPGRADES/RESOLUTION DECLARING THAT A CASE OF URGENT NECESSITY EXISTS AND AUTHORIZING ENTERING INTO A CONTRACT WITHOUT ADVERTISING OR COMPETITIVE BIDDING FOR THE REPAIR OF THE FLOOR OF THE AUXILIARY GYMNASIUM AT FAIRFIELD HIGH SCHOOL

MOTION: Moved by Mr. Murray to approve the following:

- E. Recommend approval of the Community Reinvestment Agreement with Takumi Stamping, Inc., and the City of Fairfield, Ohio contingent upon approval by Fairfield City Council on May 12, 2008, and waiving in this matter only the requirements for notice to the Board under Ohio Revised Code Section 3735.671 and/or Section 5709.83.  
(Takumi has requested a 10 year, 75% tax abatement in order to construct a new 200,000 square foot building on Seward Road in Fairfield to house its office, manufacturing, and distribution operations.)

Mrs. Lane presented this proposal to the Board.

- F. Recommend approval of awarding bids for server room upgrades at the Senior High as follows:
- |                                   |             |
|-----------------------------------|-------------|
| Electrical – Atkins & Stang       | \$38,750.00 |
| Fire Suppression – Dalmation Fire | \$26,390.00 |
| HVAC – Progressive Plumbing       | \$42,000.00 |

Mr. Amodio discussed this recommendation with the Board.

- G. Recommend approval of the urgent necessity for the repair of the auxiliary gym floor at Fairfield High School.

Mr. Amodio presented the request for approval from the Board.

RESOLUTION DECLARING THAT A CASE OF URGENT NECESSITY EXISTS AND AUTHORIZING ENTERING INTO A CONTRACT WITHOUT ADVERTISING OR COMPETITIVE BIDDING FOR THE REPAIR OF THE FLOOR OF THE AUXILIARY GYMNASIUM AT FAIRFIELD HIGH SCHOOL

WHEREAS, due to an accidental water release in the Fairfield High School auxiliary gymnasium, the condition and safety of the floor has deteriorated to such a state that it cannot be used, and,

WHEREAS, the repair of the floor must be accomplished immediately in order to prevent further deterioration of the rest of the floor,

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

SECTION 1. It is found and determined pursuant to ORC 3313.46 that there is an urgent necessity for the repair of the auxiliary gymnasium floor at Fairfield High School.

SECTION 2. It is further found that compliance with the procedure for advertisement and competitive bidding prescribed by ORC 3313.46 would delay the commencement of said repair for an excessive period of time causing an additional burden on the district.

SECTION 3. The Treasurer and the President of the Board are hereby authorized to contract without advertising and competitive bids with:

Carl Robbins Contractor  
1755 Oxford-Trenton Road  
Oxford, Ohio 45056

For the repair of the auxiliary gymnasium floor at Fairfield High School in an amount not to exceed \$47,200.00.

SECTION 4. It is found and determined that all formal actions of this Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in such action were adopted in meetings open to the public, in compliance with all legal requirements including ORC 121.22.

SECOND – Seconded by Mr. Kearns  
Public Comments: None

ROLL CALL – Ayes: Mrs. Bailey, Mr. Engel, Mr. Kearns, Dr. Morris, & Mr. Murray  
Nays: None  
Motion Carried: 5-0

#### ITEMS FOR BOARD DISCUSSION

- A. Policy JFCK (also GBS) Use of Electronic Communications Equipment by Students & Staff Members

This policy will be placed on the May 15<sup>th</sup> Regular Meeting Agenda for approval.

- B. Regulation JO-R-1 Student Records Retention and Purging Guidelines  
Candy Aston & Debbie Stepp were recognized for their hard work with revising this regulation.

- C. Waiver for Gifted Program enrollment  
The standards for gifted education are changing in that the District can now instruct 25 students per class. The Fairfield City School District will request a waiver for the fifth grade gifted program classroom size to be raised from 20 students to 25 students. The Board supports the waiver.

D. Extracurricular Re-evaluation Requests 2008-2009

Mr. Amodio presented this section to the Board.

The Board has directed Mrs. Milligan to move forward with meeting with the FCTA President.

E. Staffing 2008-2009

Mrs. Milligan presented information documenting why the Fairfield City School District will add the equivalent of 1.4 full time equivalent positions for '08-'09.

F. Five-year Forecast update

Mrs. Lane presented the update to the Five-year Forecast

G. Budget Alternatives 2008-2009

Mr. Engel presented the following:

RESPONSE TO BOARD MEMBER KEARNS REQUEST FOR MY IDEAS TO AVOID THE NEXT  
OPERATING LEVY

Mr. Kearns' recently commented, and I quote, "Mr. Engel has referenced ideas, a plan and/or a fiscal plan to save this district money." *He challenged me to provide specifics. Tonight, I would like to accept the challenge to, once again, share my ideas.*

I thank my fellow board members for this opportunity. Before starting, I ask the board to refrain from interrupting me. Please hold all comments until the completion of this presentation.

This presentation and all of my past board comments are available in their complete form on my web-site **www.thetaxpayersvoice.net**. I will also talk about a February e-mail between Mr. Kearns and I that is attached at the end of this document.

I welcome this opportunity to *again* share my **ideas, not a plan**, about possible cost saving measures to avoid the next operating levy. However, I have personal reservations concerning Mr. Kearns' true intentions for the request. Mr. Kearns' and I conversed, via e-mail, on this very subject back in February. Since Mr. Kearns' had no additional questions and did not request my list of ideas to balance our budget, I assumed he was satisfied with my answers.

Historically, when sharing my **list of ideas to balance our budget** with our 2007 board, my ideas were not well received. Quite frankly, I received hostile responses. Instead of being discussed collaboratively, my comments and suggestions were twisted and perverted into untruths. Then they were presented as facts to the public.

As I just mentioned, I hope that Mr. Kearns and my fellow board members are asking me to share my ideas with the genuine intent to sit collectively, in a collaborative spirit, to discuss the District's financial health.

As members of this Board of Education, we all took an oath to represent the needs and interests of the public that elected us. We come with differing backgrounds and experiences. We often have differing views; sometimes opposing. However, does this mean that we ignore, disrespect, and belittle another member's views? On the contrary. It's time to put our differences aside. Let's work toward the common pursuit of academic excellence, while being fiscally responsible to the taxpayers who pay the bills for that education. Let's be open-minded to each other's ideas and work toward solutions that benefit our children,

Mr. Engel's comments (cont.)

the tax payers of this district, and the community at large. It's time to stop misquoting other members and engaging in mud slinging gossip.

Since being elected two years ago, I have felt like I am the only fiscal conservative on this board, as well as the only fiscal watchdog for the community. My fellow board members can prove me wrong by seriously considering the ideas I am presenting to this board tonight. Better yet I challenge them to bring their own cost saving ideas to the table. Then hopefully we will have an open, frank discussion at a future work session about cost saving ideas that will benefit the school district. I agree with Mr. Kearns when he says it's time to move forward.

I don't recall ever saying that I had "a plan and/or a fiscal plan to save this district money."

So, where did the idea of a plan come from? I am left to assume it came from the CARE flier, dated October, 2007, where I said I had a plan to avoid all new operating levies. Here is exactly what was said "The plan is a simple one, which is to live within a budget just like we all do.... The sad thing is that the current board knows it can be done but refuses to represent their constituents who are demanding a balanced budget void of new tax levies."

So, what did Mr. Murray do? Instead of being truthful with the public and stating my plan was to "live within a budget" that would result in no new levies, he and the rest of the board twisted my statement into something of their own liking in an effort to discredit me. When I am speaking about a plan, I would assume that I get to define just what the plan is. In this case, the plan was to run a balanced budget void of new levies. The dictionary defines plan as: "a proposed or intended course of action". I don't see anything in the definition that talks about a plan having *data/research to support it*.

So again. What is my plan? My plan is to run a balanced budget that will result in no new operating levies. Contrary to what my fellow board members may feel, this **IS** a plan. Since I want to run a balanced budget, it should be expected that I should have some idea of how we could achieve that goal. Therefore, I presented my cost saving ideas to avoid a future levy at our 5-4-06 work session, at our 10-4-07 work session and again today.

Let me make this clear. In my opinion, it is not the duty of any board member to produce a plan on their own accord. Frankly, I feel it would be a waste of my time because, past experience has shown me the 2007 board was not interested in considering any of my suggested cost saving ideas.

Moreover, I do not believe it is the duty of the board to tell the superintendent what she must cut to balance the budget. It is the duty of the board to give her a budget and demand she live within it. If we start telling her who, where and what to cut, then we are setting her up for failure and giving her an excuse for failure. I do believe the board should give guidance on responsible cuts. For example, I would not allow her to eliminate our kids buses or drop extra-curriculars to balance the budget. It's very easy to be successful if you have a blank check and no budget to live within.

The bottom line is this. In my opinion, we can balance the budget and avoid the next operating levy. I suggested many appropriate cuts to do this. Will our staff be happy? NO. But this board is not here to represent just the staff. We are here to represent the ENTIRE community. It is not our job to blackmail the



Mr. Engel's comments (cont.)

public in an effort to pass levies. It is not our job to induce panic within the community, by claiming our children's education will be ruined if we don't pass the next levy, or heaven forbid, elect the wrong SB member. It is our job to spend the taxpayers money responsibly. It is our job to keep our district out of fiscal crisis. It is our job to listen to the community when they say no to new tax levies. It is our job to represent the ENTIRE community and that would be a community who is opposed to additional taxes. And finally, it is our job to provide our children with the best education that our community can afford and is willing to pay for. I will remind you the road to an excellent education for our children is paved with accountability, not more taxes.

Here are my **cost saving ideas to avoid a future levy**. The first 16 ideas are mine that were already presented to the 2007 BOE. The rest of the ideas came from a meeting with 8 current and past school board members that included our current state school board representative. I would like to ask my fellow board members to take these ideas home, look them over and come back to our next work session with ideas of their own that we can all work on in a collaborative effort to balance our budget.

We should consider doing an efficiency study on our janitorial staff.

We need to consider requiring all our teachers to teach 6 hours a day in the classroom.

We should consider reducing the number of administrators and make sure we are using our administrators in an effective and efficient way.

When in a financial crunch, other districts have made it a point to reduce administrators, we should consider the same.

A big part of the principal's job, at the higher level, is discipline. Why can't we hire lower paid staff to do that job?

Can we justify 3 curriculum administrators? I noticed an Enquirer article [CPS cuts staffers 3-28-06] that stated the CPS reduced their curriculum administrators from 5 to 3.

Can we justify 10 PR people, one in each building?

Why did we create the bus safety coordinator position? Wasn't this handled by the 2 transportation directors?

We should consider hiring lower paid Liberians for our libraries. I would like to know what law requires us to use certified staff in our libraries? [2 making over \$70,000 a year]

Can we really justify 16 tech support supplementals?

Could you please explain the unit leaders, there are over 40?

Can we justify 86 teaching aids? [ as reported by Rob at the 3-16-06 meeting]

I would like a thorough review of each supplemental in an effort to justify the cost to the district. I would also like to see a plea to the public for volunteers to staff many of these positions. In my opinion, the supplemental contracts should go to the qualified volunteer first. I believe we spend over a million dollars a year on supplemental contracts.

Mr. Engel's comments (cont.)

We should consider a cut in the staff support budget, that shows \$171,000 for meetings and mileage and the \$10,000 expense for administrator tuition.

We should consider removal of the board pickup of the administrators share of STRS

We should look into requiring all staff to pay more toward their health benefits.

We should require a quarterly report on all expenditures over \$2,000 to be sure we are optimizing our new policy requiring 3 quotes for expenditures over \$2,000.

We should look at reducing the step raises that are given on top of cost of living raises. Currently these raises, calculated on the base salary, are between 4.5% and 8.7% and are given in 18 of the first 24 years of service.

We should consider tying the step raises to some type of performance that includes attendance.

We should consider asking the State Auditor to do a performance audit on our district. Apparently they have been doing these audits since 1999 and the goal is to help districts identify improvement opportunities in areas of fiscal management

Consider adopting the state of Ohio's travel and expense policy.

Limit staff time of during school hours for professional development.

Limit the number of cell phones and monitor the school policy on use.

Be sure we have a strict policy on the use of school purchase\credit cards.

Require superintendent approval of all expenses over \$250 (a currant practice in many large companies)

Eliminate as many part time, full benefit, positions as possible. Replace them with full time employees. More hours per employee has the effect of reducing benefit cost.

Request a county sales tax to help pay for permanent improvements.

Look into impact fees to pay for new schools

Offer at home Internet based classes to reduce in-class instruction labor. This may be a way to reintroduce our home schoolers to our district.

Like many large businesses, develop a program for employees to suggest cost saving ideas.

Consider charging the going private rate for pre-school and latchkey.

Consider an on line auction to dispose of old equipment.

Form alliances with other districts to offer small specialized HS classes where student enrollment is low.

The 33 ideas I have just presented to the board could save our district millions of tax dollars. I find it sad and disappointing that my fellow board members have not offered a single cost-savings idea. I am concerned that the message they are sending to the community, is they have no fiscal conservative ideas and are satisfied with the status quo of taxing and spending.

Mr. Engel's comments (cont.)

Speaking of status quo, last December Mr. Morris made a couple of statements that I agree with. He said we should not be satisfied with the status quo and he said "we must develop and implement a workable plan to meet the financial needs of our district. We cannot wait until we find ourselves in fiscal crisis." So, Mr. Morris, it is now May. Where is your plan to keep our district out of fiscal crisis? If you have a plan I would ask that you share it with the board and our community at our next meeting. I have been crying for this plan for months. In my February 7<sup>th</sup> board commentary, I made the following statement: "In regard to the next Operating Levy, I believe it is in the best interest of the Board, our children and the community that we seriously discuss our financial situation and prepare and share a fiscal plan of future action. I would suggest we start this process at the boards next work session and have a plan in place by the end of the school year." I believe Mr. Murray agreed. So there you have it. You have a majority of the board asking for a plan to keep us out of fiscal crisis. All my cost cutting ideas were shot down by the last board. The ball is now in your court, Mr. Morris.

### BOARD QUESTIONS

So, before I succumb to the boards tough questions, I have some of my own questions for the board.

I believe locking us into millions of dollars worth of new contracts, without a plan to keep the district out of fiscal crisis, is reckless. Mr. Morris, in December you called for a "plan to meet the financial needs of our district in order to keep us out of fiscal crisis." It is now May. If you have such a plan, I'm asking you to share it with the board and our community now. And remember, according to Mr. Kearns "every good and feasible plan should have data/research to support it."

Mr. Kearns, you claim you "have a conservative approach to fiscal management, and a track record of balancing budgets." I am asking you to prove that you are truly conservative and prove you have a "track record of balancing budgets." by balancing the Fairfield School District's budget. And remember, you said "every good and feasible plan should have data/research to support it."

Mr. Murray, at the 4-17-08 board meeting, you said you would not pledge to negotiate tough union contracts on behalf of the community. But you did say you would be fair. Please explain yourself Mr. Murray. Just who are you going to be fair with? Please explain "with data and research" just how you are going to be fair with the taxpayers who just can't afford any more taxes and at the same time be fair with our staff and our students. Moreover please explain to our community how you are going to pay for the fair contract you are going to negotiate.

Mrs. Bailey, During your school board campaign you pledged "to have a compassionate concern for our Senior Citizens and all taxpayers by pushing for a sensible way to fund education." You told the community, if elected, you were going to unite the school boards across the region in order to address school funding in Columbus with one message. After receiving word that your school board campaign was successful, you told the public on November 8<sup>th</sup> that you were going to follow up on your commitment to work with Columbus on the funding situation, and would form a committee as soon as you took office. I hope this was not an empty promise just to get yourself elected. Mrs. Bailey, our district could use that additional funding now. It is now May. Please tell us who is on your committee. Please tell us just how you plan on prying more money out of Columbus. And remember, according to Mr. Kearns "every good and feasible plan should have data/research to support it."

Mr. Kearns, The community and I want to know just how our board is connecting with the struggling citizens of our community? Just what is our plan to keep them from being taxed out of their homes?

Mr. Engel's comments (cont.)

And finally, I have just shared 33 ideas on how we could save our district money. By Mr. Morris's count, back in October my 16 ideas amounted to over \$8,000,000. Before this board discounts these ideas, I challenge you to prove, with "data and research" that they are not feasible.

## ATTACHMENTS

### 2-7-08 E-mail

Sent: Thursday, February 07, 2008 10:58 PM

"Arnie,

*At the October 18, 2007 Board meeting you were asked to provide details regarding your plan. I believe you responded that you needed sometime to compile this information. I am just following up to see where you are with the details. We have a great deal of information to review and if you have specific details (similar to a business plan) on how we can save money I would encourage you to make that information available.*

*Jerome"*

"Jerome

If my guys were elected we would have implemented many of the cuts I suggested. So if you want the plan it would have been to pick and choose, with the direction of the superintendent and the rest of the board, enough cuts to balance the budget. My guys were willing to demand our teachers teach 6 hours a day and that contractual change would have been enough to balance the budget for the 08-09 school year.

Know and understand this. How Ball and the rest of the board define a plan and how I define a plan were apparently 2 different things and I do not have to conform to any of my fellow board members definition of a plan. Feel free to look up the definition of plan in the dictionary if you are still confused.

The only reason I told Ball I would work on the plan was to shut him up. He, Murray and Morris were being rude and confrontational. They had no intention of considering anything I said. If you read the local papers you would have noted their ambush blew up in their face.

If you want the list of suggested cuts I will be more than happy to send them to you. The list was given to the board at the May 4th 2006 work session and the title was "Possible cuts to avoid a future levy" I believe the word plan came from our October 2007 flier that Morris says he never reads. You may want to get your flier out and read it. (page 2 second paragraph)

I will tell you, in my opinion, it is not the duty of any board member to produce a plan on their own accord and frankly it would be a waste of time because, in my opinion, the majority of this board of education will not implement any of the suggested cuts.

Also, know that I do not believe it is the duty of the board to tell the superintendent what she must cut to balance the budget. It is the duty of the board to give her a budget and demand she live within it. If we start telling her who where and what to cut we are setting her up for failure and giving her an excuse for

Mr. Engel's comments (cont.)

failure. It's very easy to be successful if you have a blank check/no budget to live within.

As I see it we have no budget. When the superintendent wants something the board more or less gives it to her. Thus the board gets pegged as rubber stamp/bobble heads

I will not be spending any of my time preparing useless plans for the board to consider. I will be spending my time trying to stop the next operating and bond levy. I think I have already made myself clear with you on these 2 matters

I hope this helps.

Arnie”

#### ANNOUNCEMENTS

- May 4 Arts Fair  
12:00 noon – 5:00 pm. ----- High School
- May 6 National Teacher Day
- May 9 Progress Reports Grades 1-12
- May 12 Student Success Summit  
6:30-8:30 pm ---- High School cafeteria
- May 15 Regular Board of Education meeting  
6:30 pm ---- High School Community Room

#### BOARD MEMBER COMMENTS

##### Mrs. Bailey

She thanked everyone for their work with the Academic Signing Ceremony.

##### Mr. Kearns

Please let me share with you some additional quotes from the e-mail exchange that Mr. Engel referenced as well as the local press.

**1. “How Ball and the rest of the board define a plan and how I define a plan were apparently 2 different things and I do not have to conform to any of my fellow board members definition of a plan. Feel free to look up the definition of plan in the dictionary if you are still confused.”**

Plan - a scheme or method of acting, doing, proceeding, making, etc., developed in advance; any outline or sketch.

Mr. Engel I am not confused.

**2. “The only reason I told Ball I would work on the plan was to shut him up.”**

Work with other members to establish and support effective policies. – OSBA Board Member

Guideline

Mr. Kearns comments (cont.)

Encourage ongoing communications among board members, the board, students, staff, and the community – OSBA Board Member guideline

**3. “Also, know that I do not believe it is the duty of the board to tell the superintendent what she must cut to balance the budget. It is the duty of the board to give her a budget and demand she live within it.”**

**“My guys were willing to demand our teachers teach 6 hours a day and that contractual change would have been enough to balance the budget for the 08-09 school year.”**

a. Mr. Engel, I understand the definition of a plan, but there appears to be a conflict with these two quotes from you. Lastly, your “guys” were not successful and the voters that turned out spoke loud and clear. OSBA Board Member guideline - Is a good listener at board meetings, on the street corner, in the church, but never commits himself or herself, the board or the administration.

**4. “I will not be spending any of my time preparing useless plans for the board to consider. I will be spending my time trying to stop the next operating and bond levy.”**

**“I am once again calling for a fiscal plan of action...” – Fairfield Echo**

**“Before entering contract negotiations this year, this board should have a fiscal plan...” – Fairfield Echo**

a. So was this time useless this evening? If so, than your fellow supporters that include Susan Haverkos, state board of education member wasted their time when you met.

b. Mr. Engel make up your mind if it’s useless quite calling for it – the plan.

c. We should continuously look at how we are spending our tax dollars, but fundamentally I think you and I disagree on what is considered wasteful. This was apparent when you introduced me to your friend, Representative Tom Brinkman at the OSBA Legislative Conference and his first question of me was, “What are we going to do to get rid of all these overpaid teachers”. Now there is an open mind! I will always vote in the best interests of the children of the school district.

**5. “The board of education was elected to represent the entire community and not special interests.”**

a. Mr. Engel isn’t CARE or The Taxpayers Voice a special interest group? Also, the Fairfield Echo stated a list of people that you convened to discuss “cost saving ideas for Fairfield”. Please tell me what someone from Monroe, Northwest, Bethel, Mason (now I will say she is familiar with our district as some of you might remember she was present at our meet the Superintendent candidate night, all I have to say is there must not be much going on in Mason), Little Miami, Norwood, and Kings know about Fairfield? Mr. Engel I am disappointed that if you were discussing cost saving ideas that no one from Fairfield was available. I did not receive a call.

Mr. Kearns comments (cont.)

**6. “In light of the weak economic climate, I pray our school employees realize they are fortunate to even have jobs.”**

a. Now there is a conversation stopper. If I understand your ideas, and I know that I am over simplifying, you want teachers to be paid less, do more without a planning period and remind them that they are lucky to be here. You have managed to cover 3 of the 5 reasons teachers leave a school district (lack of planning time, too heavy a workload, to low a salary, problematic student behavior, and lack of influence over school policy), according to the Mobility in Teacher Workforce Report that included the Findings From Condition of Education in 2005 study. Good job! Mr. Engel it is just the opposite we are lucky to have some of the teachers that we do in our district. Have you been in the buildings recently?

b. Encourage ongoing communications among board members, the board, students, staff, and the community. - OSBA Board Member Guideline

7. I had the opportunity to attend the April 23, 2008 State Legislative Conference sponsored by the Ohio School Board Association.

8. I want to remind everyone that the 46<sup>th</sup> annual Arts Fair is this Sunday at the High School from noon to 5:00pm.

9. The First “Senior Prom” last Friday was a big hit. I want to thank the members of the Community Connectedness Sub-Committee for organizing this event. The bar is already set high for next year. Good job!

10. The Chorlaliers are seeking votes in “Cincinnati Clash of the Choirs” and will be featured on Channel 5 on Tuesday, May 6, at 5p.m. during the “News at 5” broadcast. Please go to WLWT’s (Channel 5) website, at [www.wlwt.com](http://www.wlwt.com), where you can vote.

Mr. Murray

Butler Tech had an article in the Cincinnati Enquirer Hometown Section on May 1<sup>st</sup>. There are computer class openings at Butler Tech.

FAIRFIELD CITY SCHOOLS BOARD OF EDUCATION  
WORK SESSION  
MAY 1, 2008

08-60 ADJOURNMENT

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

SECOND – Seconded by Mrs. Bailey

ROLL CALL – Ayes: Mrs. Bailey, Mr. Engel, Mr. Kearns, Dr. Morris, & Mr. Murray

Nays: None

Motion Carried: 5-0

The meeting was adjourned at 8:25 pm by the President, Dr. Morris.

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

\_\_\_\_\_  
President