

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Regular Meeting on the 19<sup>th</sup> day of February 2009 at the Fairfield Kindergarten Center.

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

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

Also present: Mrs. Milligan, Mr. Otten, Mr. Lewis, Mrs. Lane, & Mr. Clemmons

PLEDGE OF ALLEGIANCE

PRESENTATIONS

A. “Going Green” - Dr. David Vernot, Curriculum Department

COMMUNICATION

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. Presentations are limited to five (5) minutes each.

Greg Philpot asked the Board to reconsider the calamity day make-up decision.

#### 09-20 RESIGNATIONS/UNPAID LEAVES OF ABSENCE/EMPLOYMENT

MOTION – Moved by Dr. Morris to approve the following:

#### SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

A. Personnel -- Certificated

1. Resignations

- a. Candace Aston, District, Elementary Curriculum Coordinator  
(effective at the end of the day on June 30, 2009; for retirement purposes)
- b. Holly Collins, West, Physical Education  
(effective July 1, 2009; for retirement purposes)
- c. Dawn Farris, Central Elementary, Unit Leader, Grade 2  
(resigning 27%, effective March 2, 2009; for childrearing purposes)
- d. Preston Johnson, East Elementary, Principal  
(effective at the end of the day on June 10, 2009; for personal reasons)
- e. Susan Lindberg, Kindergarten Center, Principal  
(effective July 1, 2009; for personal reasons)

- f. Ken Powell, Middle, Track 7/8  
(effective 2008-09; to accept Head Track Coach 7/8 position)
- 2. Unpaid Leaves of Absence
  - a. Candice Lessing, School Psychologist, Kindergarten and Middle  
(effective February 23, 2009 through the end of the 2008-2009 school year; for  
childrearing purposes)
  - b. Angela Mangicaro, Nurse, Freshman  
(effective January 23, 2009; for family illness)
- 3. Employment
  - a. Michelle Rampton, Intermediate, Art, 50%  
(recommended for a new one-year limited teaching contract for the 2008-2009  
school year, effective February 17, 2009; for a replacement position)
  - b. Extracurricular

**Senior High**

James Glaser, Variety Show Director  
Mark Jarvis, Volleyball, Boys, Assistant  
Melanie Martin, Variety Show Director  
Jacob Tyhur, Volleyball, Boys, Assistant

**Freshman**

Jenn Carroll, Volleyball, Boys  
Robbin Conroy, Vocal Music Director

**Middle**

Ken Powell, Head Track Coach 7/8  
Lindsey Emrick, Track 7/8  
Amy Piatt, Track 7/8  
Lisa Whited, Department Head, Social Studies, 7<sup>th</sup>  
(effective January 26, 2009; for the remainder of the school year)

**Intermediate**

Karen Gutzwiller, Department Head, Special Ed., 6th  
(effective February 11, 2009; for the remainder of the school year)

**Central**

Lois Allen, Special Subjects Chairperson  
(effective February 9, 2009; for the remainder of the school year)

**East**

Annie King, Special Subjects Chairperson  
(effective January 23, 2009; for the remainder of the school year)

**North**

Beverly McKinley, Unit Leader, Special Education

c. ESL Tutors

Julie Garrett  
Dixie Huff  
Xenia Ramos  
Jeremy Young

(Periodically the district has students who qualify for English as a Second Language services as determined through the district's established assessment process. It is recommended that the above-noted person(s) be employed as an ESL Tutor at the rate of \$23.86 per hour, effective for the 2008-2009 school year.)

d. Home Instructors

Shirley Grant  
Alexis Richter

(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 \$23.86 per hour, effective for the 2008-2009 school year.)

e. Substitute Teachers

Susan Backscheider	Howard Jinkinson
Jonathan Barger	Zachary Knox
Frances Behling	Annita Lay
Danielle Bly	Justin Maddock
Emily Breitholle	Vannessa Moore
(Gerald) Benjamin Bruce	Lauren Mustain (Nurse)
Monica Chapman	Daniel Neugebauer
Meghan Cleary	Bonnie Nuxhall
Diana Cotton	Bradford Pfarr
Felicia Crooks	Xenia Ramos
Tonya Enderle	Amy Rapp
Brittany Gagel	Kyle Ruder
Shirley Grant	Lindsay Schroeder
Lindsay Green	Jerry J. Sowders
William Groh	Sarah Stephenson
Katie Heinrich	Stephanie Wagers
Jennifer Hutson	Rebecca Warren

Katie Williams  
Jeremy Young

SECOND – Seconded by Mr. Murray  
Public comments: None

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

09-21 RESIGNATIONS/UNPAID LEAVES OF ABSENCE/EMPLOYMENT/PROMOTIONS

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

B. Personnel -- Classified

1. Resignations

- a. Christy Smith, Intermediate, Food Service Assistant  
(effective 1/13/2009; to accept another position in the district)

2. Leaves of Absence

- a. Debbie Barnett, Transportation, Bus driver  
(effective January 21 through March 29, 2009; unpaid personal medical)
- b. Michael Deaton, Sr. High Custodian, 1<sup>st</sup> Shift  
(effective January 28 through April 26, 2009; extension of unpaid personal medical leave, revised to unpaid family medical leave)
- c. Pam Sanders, North, Custodian, 1<sup>st</sup> Shift  
(effective February 6 through February 12, 2009; unpaid personal medical)
- d. Raymonde Thompson, Sr. High, Educational Assistant  
(effective February 9 through March 5, 2009; unpaid personal)

3. Employment

- a. Elizabeth Dierker, Middle, Food Service Assistant  
(effective February 20, 2009; replacement position)
- b. Lisa Dougherty, Middle, Food Service Assistant  
(effective February 20, 2009; replacement position)

4. Promotions

- a. Susan Emmons, Middle, Clerk IV, to Intermediate, Secretary III (effective January 26, 2009)
- b. Patricia Manning, Sr. High, Food Service Assistant, 3 hours per day, to Transportation, Bus Driver (effective January 26, 2009)

SECOND – Seconded by Dr. Morris  
Public comments: None

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

09-22 APPROVAL OF VOLUNTEER

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

C. Other Items for Board Action

1. Recommend Approval of Volunteer:

Diane Cobey, Senior High, Softball Assistant

(The above-noted person is recommended for approval as volunteer coach for the 2008-2009 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.)

SECOND – Seconded by Mr. Murray  
Public comments: None

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

09-23 APPROVAL OF MINUTES/APPROVAL OF FINANCIAL REPORTS FOR JANUARY 2009/APPROVAL OF 2008-2009 AMENDED APPROPRIATIONS RESOLUTION/DISPOSALS/DONATIONS/APPROVAL OF HUNTER CONSULTING CONTRACT EFFECTIVE JUNE 1, 2009 – MAY 31, 2010

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

**TREASURER'S RECOMMENDATIONS AND REPORTS**

A. Recommend approval of the minutes of the following meetings:

January 8, 2009 – Organizational/Work Session  
January 24, 2009 – Special Meeting/Board Retreat  
February 5, 2009 – Work Session

FAIRFIELD CITY SCHOOLS BOARD OF EDUCATION  
REGULAR MEETING  
FEBRUARY 19, 2009

February 8, 2009 – Special Meeting

- B. Recommend approval of the financial reports for the month of January 2009.
- C. Recommend approval of the 2008-09 Amended Appropriations Resolution.
- D. Recommend approval of the disposal of the following fixed assets:

<u>Tag Number</u>	<u>Description</u>	<u>Location</u>
16874	Fax machine	Athletic Dept.
15641	Computer	Business Office
20460	Cell phone	Business Office
04539	Printer	Central
08310	Computer	Central
11657	Computer	Freshman
11656	Computer	Freshman
10363	Computer	Freshman
09516	Computer	Intermediate
09141	Computer	Intermediate
14876	Computer	South
12393	Computer	South
08325	Computer	South
08128	Computer	South
08339	Computer	South
16864	Computer	South
10365	Computer	Technology

- E. Recommend approval of the following donations:
  - 1. A donation of 82 cartons of color copy paper valued at \$5,118 from The Cincinnati Insurance Company to Fairfield City Schools.
  - 2. A donation of \$175 from Priscilla Plunkett to Fairfield South Elementary for replacement of security covers for the Fairfield South Elementary School sign.
  - 3. A donation of \$2,250 from the Wal-Mart (Springdale store) to Fairfield Intermediate School.
  - 4. A donation of \$1,569.85 from the Wal-Mart (Springdale store) to Fairfield City Schools Athletic Department.
  - 5. A donation of office furniture valued at \$4,740 from NAI Bergman to Fairfield City Schools.

Total donations for 2009:                      \$103,853.00

- F. Recommend approval of the workers' compensation services contract with Hunter Consulting Company effective June 1, 2009 – May 31, 2010. (Contract previously provided to the Board for review.)

SECOND – Seconded by Dr. Morris  
Public comments: None

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

#### OTHER ITEMS FOR BOARD DISCUSSION

- A. Book Study - A Whole New Mind by Daniel Pink - chapters 7, 8, and 9  
Presented by Mrs. Milligan.

#### COMMITTEE REPORTS

- A. Butler Tech – Dan Murray and Dr. Mark Morris  
Dr. Morris and Mr. Murray stated that Butler Tech held two Board Meetings this past week, one of which was a retreat.

Dan Murray will serve on the Board Development Committee and Mark Morris will serve on the Vision & Mission Committee.

More information will be provided on communication with associate districts.

- B. Student Liaison Report - William McIlwain  
Fairfield High School Students are excited about participating in Board meetings.  
“White Noise” is a positive thing.

#### ANNOUNCEMENTS

February 27      Progress Reports Grades 1-12

Jerome Kearns stated that the Fairfield City School District has reached the “Gold” level for the Effective School Board Award.

#### BOARD MEMBER COMMENTS

##### Mrs. Bailey

She congratulated the choral groups for their awards from last weekend.  
She reminded everyone that the Crystal Classic is March 14<sup>th</sup> and that Fairfield will perform.  
A fundraiser is scheduled for the Athletic Boosters at Rib City on Monday, February 23<sup>rd</sup>.

##### Mr. Engel

By my estimation the cost to make up our 4 calamity days is over \$300,000. Since we are currently in contract negotiations with our hourly employees, I would like to suggest we address this cost to the taxpayers right now.

##### Mr. Engel’s comments (cont.)

In my opinion it would be very easy to avoid this cost in the future. As our board attorney has explained, the law requires us to pay our hourly employees if we let them off work on a calamity day. The law also allows us to require them to show up for work on calamity days.

I am suggesting that we negotiate a clause in the contract that will require all hourly employees to make up any required calamity days at no cost to the taxpayers. If they refuse we then make it a school policy to require all hourly employees to show up on calamity days.

The district will win either way. If the unions agree we wouldn't have to pay as we are today. If they don't agree, the district will be able to dock the pay of any employee who shows up late or doesn't show at all.

Dr. Morris

He wished all of the students well during tournament time.

Mr. Murray

He reminded everyone of the Crystal Classic on Saturday, March 14<sup>th</sup> and invited everyone to attend.

Mr. Kearns

1. There has been a great deal of discussion about the board's decision regarding calamity days. Cathy and her team have done an excellent job in responding to the concerns and questions from our community. Unfortunately, despite these efforts some misleading and inaccurate information surfaced. In an effort to get the accurate word out to our school community our district website has a listing of FAQ's regarding our decision and I would like to share with you one of those questions.

**What is the cost difference of adding the calamity days to the end of the school year versus holding the days over planned holidays?**

It costs approximately \$50,000 per day to make up a calamity day on a non-holiday weekday, after the scheduled end of the school year.

To make up a calamity day on a holiday costs more. The additional cost is approximately \$50,000 on Presidents' Day, and \$50,000 on Memorial Day. The additional cost is approximately \$20,000 on Good Friday. (The expense is less on Good Friday because it is not a paid holiday for many of our hourly employees (bus drivers, kitchen staff, custodians, etc.), so our holiday differential pay expenses are less.) So the total additional cost to make up days on these three holidays is about \$120,000.

However, although we have experienced nine calamity days this year, the state of Ohio does not require us to make up the first five days. Over those first five days we saved approximately \$50,000, by not using bus fuel and by not having to pay for any substitutes. Recognizing these savings reduces the additional cost of holding school on three holidays from about \$120,000 to about \$70,000.



Mr. Kearns' comments (cont.)

2. At our January 8<sup>th</sup> Board meeting I stated, "...we must get serious about engaging our community." This need for engaging our community has become more apparent to me since that evening. We have an opportunity in our future that will allow us to create an educational community that will enable our students to be successful in the 21<sup>st</sup> century. Last year we started this discussion when Dr. Morris challenged us to define student success. Remember student success is defined as, "Fairfield Students doing their best and bringing out the best in others through: academics; character; diversity appreciation; technology and communication. We must continue this conversation.

We have an incredible opportunity in our future. The Ohio School Facilities Commission (OSFC) administers the state's comprehensive Kindergarten through 12th Grade public school construction program. The OSFC helps school districts fund, plan, design, and build or renovate schools. Fairfield is currently ranked 458 on the OSFC's statewide list. There are many factors that can influence movement on this list and now is the time for us to prepare for when our number is called. We want to share with you this OSFC information and find out what your vision is for our school district. It has been a number of years since this district has taken on such a responsibility and it is my belief that we need to bring in the experts to assist us through this process. These experts can range from Architecture firms that specialize in this type of planning and design to consultant firms focusing on just planning. I am recommending that Cathy and her team bring back to this Board a representative sample of the firms available for this type of engagement for us to review. In January I challenged, "my fellow board members to join me in focus, commitment and dedication of resources when we take this next step on our way to community engagement and bring our vision of student success into being." In addition to this opportunity our Governor has shared with the residents of this state his vision and direction for education. We must incorporate this vision into our discussion. I ask my fellow board members that you stay with me on this journey, and remember its' about the kids.

09-24 EXECUTIVE SESSION

MOTION – Moved by Mrs. Bailey to recess to Executive Session at 7:45 pm to discuss the following:

Employment and Compensation of Personnel 121.22(G) (1)  
Court Action 121.22 (G) (3) – Pending or Imminent Litigation  
Collective Bargaining 121.22 (G) (4)

SECOND – Seconded by Dr. Morris

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

Nays: None

Motion Carried: 5-0

The Board resumed the meeting at 9:10 pm.

09-25 ADJOURNMENT

FAIRFIELD CITY SCHOOLS BOARD OF EDUCATION  
REGULAR MEETING  
FEBRUARY 19, 2009

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 9:12 pm by the President, Mr. Kearns.

\_\_\_\_\_  
President

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