

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Work Session on the 10<sup>th</sup> of June 2009 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

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

PLEDGE OF ALLEGIANCE

PRESENTATIONS

A. Destination Imagination team – Lonna Walker, coach

#### 09-72 EXECUTIVE SESSION

MOTION – Moved by Mr. Murray to recess to Executive Session at 5:48 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 8:02 pm.

#### 09-73 RESIGNATIONS/LEAVES OF ABSENCE

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

#### SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

A. Personnel -- Certificated

1. Resignations

- a. Candice Lessing, District, School Psychologist, 50% of her contract (effective with the 2009-2010 school year; for personal reasons. Approval of this recommendation will bring her to 50% status)
- b. Dan Nichols, Intermediate, Assistant Principal (effective at the end of the day on June 30, 2009; for retirement purposes)

- c. B. Gayle Niehaus, Intermediate, Principal  
(effective at the end of the day on June 30, 2009; for retirement purposes)
  - d. Emily Russo, West, 1<sup>st</sup> grade  
(effective at the end of the 2008-2009 school year; for personal reasons)
  - e. Emily Russo, West, Unit Leader, Case Manager 50%  
(effective for the 2009-10 school year; for personal reasons)
  - f. Violet Stenger, East, Intervention Specialist  
(effective at the end of the 2008-2009 school year; for personal reasons)
  - g. Judy Weekley, Central, Unit Leader, Special Education  
(effective for the 2009-10 school year; for personal reasons)
  - h. Elisa White, District, School Psychologist, 10% of her contract  
(effective with the 2009-2010 school year; for personal reasons. Approval of this recommendation will bring her to 60% status)
2. Leaves of Absence
- a. Beth Cornelius, Middle, 7<sup>th</sup> grade Language Arts  
(effective .5 PM on May 11 and May 12-15 and May 18, 2009; for bereavement purposes)
  - b. Jennifer Powell, Kindergarten Center, Kindergarten Teacher  
(effective .5 PM on May 12 and May 13, 2009; for personal medical reasons)
  - c. Carolyn Smith, Freshman, Art  
(effective May 21-26, 2009; for personal reasons)
  - d. Tammy Whitton, Middle, Math  
(effective June 4-10, 2009; for childrearing purposes)

SECOND – Seconded by Dr. Morris  
Public comments: None

09-74 AMEND AGENDA TO VOTE ON ITEM 1-C SEPARATELY

MOTION – Moved by Mr. Engel for Item 1-C to be voted on separately.

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

09-73 ROLL CALL – on all items in number 1 & 2, except Item 1-C.  
Ayes: Mrs. Bailey, Mr. Engel, Mr. Kearns, Dr. Morris, & Mr. Murray  
Nays: None  
Motion Carried: 5-0

09-75 RESIGNATION OF B.GAYLE NIEHAUS EFFECTIVE 06-30-09 FOR RETIREMENT PURPOSES

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

1. Resignations

- c. B. Gayle Niehaus, Intermediate, Principal  
(effective at the end of the day on June 30, 2009; for retirement purposes)

SECOND – Seconded by Dr. Morris  
Public comments: None

Board comments:

Mrs. Bailey

She stated that she will not vote in favor of this as she feels that Dr. Niehaus was not given adequate options within the district to finish out her contract.

Dr. Morris

He stated that he respects Dr. Niehaus. She has a 2 year contract and she has the option to finish her contract. He stated that she has chosen to retire and thinks that the board needs to respect her decision.

Mr. Engel

He stated that he would have liked to have given Dr. Niehaus more options.

ROLL CALL – Ayes: Mr. Kearns, Dr. Morris, & Mr. Murray  
Nays: Mrs. Bailey & Mr. Engel  
Motion Carried: 3-2

EMPLOYMENT

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

3. Employment

- a. Elizabeth Chrowl, West, Intervention Specialist  
(recommended for a new one-year limited teaching contract for the 2009-2010)

school year, effective August 20, 2009; for an additional position expected to be paid through additional IDEA monies)

- b. Ryan Cropper, Middle, 8<sup>th</sup> grade Math  
(recommended for a new one-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position)
- c. Zachary Downey, Intermediate, 6<sup>th</sup> grade Social Studies  
(recommended for a new two-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position)
- d. Ashley Emig, District, Intern School Psychologist  
(recommended for a new one-year intern school psychologist contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position reimbursed by the state)
- e. Michelle Engel, Senior High, Math  
(recommended for a new one-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position)
- f. Laurel Gage, Central, Literacy Coach  
(recommended for a new two-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position paid from Title I funds)
- g. Daniel Garner, Senior High, English  
(recommended for a new one-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position)
- h. David Helms, Senior High, Assistant Principal  
(recommended for a two-year administrative contract effective July 1, 2009- June 30, 2011, for 213 days, on the certificated administrative salary range 2; for a replacement position)
- i. Lori Karakashian, District, School Psychologist  
(recommended for a new one-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position)
- j. Kristen Lovins, District, Intern School Psychologist  
(recommended for a new one-year intern school psychologist contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position reimbursed by the state)
- k. Aubrey Micheli, District, Intern School Psychologist  
(recommended for a new one-year intern school psychologist contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position reimbursed by the state)

- l. Margaret Osborne, Freshman, RN  
(recommended for a new one-year limited R.N. contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position)
- m. Casie Ovington, Central, Title 1 Math  
(recommended for a new two-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position)
- n. Kathryn “Katie” Pospisil, Middle School, Principal  
(recommended for a two-year administrative contract effective July 1, 2009- June 30, 2011, for 223 days, on the certificated administrative salary range 3; for a replacement position)
- o. Michelle Rampton, Intermediate, Keyboarding, 50%  
(recommended for a new one-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position)
- p. Scott Smith, Freshman, Science  
(recommended for a new one-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position)
- q. N. Yvonne Smith, Senior High, Guidance  
(recommended for a new one-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position)
- r. Christina Stover, East, Music  
(recommended for a new one-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position)
- s. Amber Watson, Central, 3<sup>rd</sup> grade, additional 50%  
(effective with the 2009-2010 school year. Ms. Watson currently holds a 50% contract with the district; approval of this recommendation will bring her to 100% status; for a replacement position)
- t. Laura Webb, District, Speech Language Pathologist  
(recommended for a new one-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; for a replacement position)
- u. Candace Yates, District, Occupational Therapist  
(recommended for a new one-year limited teaching contract for the 2009-2010 school year, effective August 20, 2009; replacing a previously contracted service)
- v. Extracurricular

**Senior High - 2008-09**

Mike Berkemeier, Volleyball, Varsity Boys

w. Summer School

(The following persons are recommended for employment as summer school teachers as needed at the rate of \$23.86 per hour for up to nine hours per day from June 15, 2009 through August 21, 2009. For those candidates not already employed by the Board, recommendations are contingent upon presentation of all required documents.)

Dan Beck  
Gary Trick

x. Home Instructors

Mary Ann Sisco  
Violet Stenger  
Carrie Wadlington  
Jennifer Zettler

(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 Summer 2009.)

09-76 AMEND AGENDA TO INCLUDE THE FOLLOWING: TWO- YEAR ADMINISTRATIVE CONTRACT FOR ROGER MARTIN FOR PRINCIPAL AT FAIRFIELD INTERMEDIATE SCHOOL EFFECTIVE 07-01-09 – 06-30-11 FOR 218 DAYS ON CERTIFICATED ADMINISTRATIVE SALARY RANGE 2, FOR REPLACEMENT POSITION/ TWO- YEAR CERTIFICATED ADMINISTRATIVE CONTRACT FOR DAN JEFFERS FOR PRINCIPAL AT FAIRFIELD WEST ELEMENTARY EFFECTIVE 07-01-09 – 06-30-11 FOR 213 DAYS ON ADMINISTRATIVE SALARY RANGE 2, FOR REPLACEMENT POSITION

MOTION – Moved by Mr. Kearns to amend the agenda to include the following:

3. Employment

- y. Roger Martin, Fairfield Intermediate School, Principal  
(recommended for a two-year administrative contract effective July 1, 2009, through June 30, 2011, for 218 days, on the certificated administrative salary range 2, for a replacement position.
- z. Dan Jeffers, West Elementary School, Principal  
(recommended for a two-year administrative contract effective July 1, 2009, through June 30, 2011, for 213 days, on the certificated administrative salary range 2, for a replacement position.

SECOND – Seconded by Mr. Murray  
Public comments: None

ROLL CALL – Ayes: Mrs. Bailey, Mr. Kearns, Dr. Morris, & Mr. Murray  
Abstain: Mr. Engel  
Nays: None  
Motion Carried: 4-0

ROLL CALL – Roll call on all items in 3, including items Y & Z  
Ayes: Mrs. Bailey, Mr. Kearns, Dr. Morris, & Mr. Murray  
Abstain: Mr. Engel  
Nays: None  
Motion Carried: 4-0

#### ITEMS FOR BOARD DISCUSSION

- A. Credit Flexibility per the Ohio Department of Education – Bill Miller, Secondary Curriculum Coordinator presented
- B. Challenging Property Values – Mr. Engel asked to discuss the District’s challenging of property values.  
Mr. Clemmons & Mrs. Lane explained the process of challenging complaints filed by taxpayers regarding property values with the Board of Revision.  
Mr. Murray stated that he endorsed this process.

#### ANNOUNCEMENTS

- June 11 - Last day for North students and all staff (except North staff as assigned)
- June 12 - Last day for all staff at North as assigned
- June 29 - Regular board meeting, 6:30 PM, FHS Community Room
- July 6 - Summer Music Games, 7:00 PM, FHS Football Stadium

#### BOARD MEMBER COMMENTS

Mr. Engel

He welcomed our new principals and assistant principals.  
He wished the students a great summer on their last day of school.

Mr. Engel read the following comments:

Once again I was disappointed by Mr. Kearns board comments at our last meeting. Referring to me, he said he "chose to spend (his) time in more productive activities than crafting board comments in an attempt to discredit my fellow board members." He then seemed to make himself out to be a hypocrite by blaming me for the boards 4 to 1 vote to freeze spending on new books, buses, technology and planned building maintenance for our kids. In regard to the PI levy, I told my fellow board members I

Mr. Engel's comments (cont.)

would support the levy if the board put it back on the ballot for the same money. I also said if the board asked for one more nickel from the taxpayers that not only would I vote against putting it on the ballot but I would lead the community effort to defeat the levy at the polls. The board asked for more money and I kept my promise, something all my fellow board members have trouble doing.

So now Mr. Kearns, lets share some history and facts surrounding the November 2008 PI levy.

The PI levy is a 5 year renewable levy that the district has had for 25 years.

In 2003 a new levy was placed on the ballot and passed by 200 votes. The Board of Education increased the 2003 permanent improvement levy by 300%. The levy tax collections went from \$4,500,000 to \$13,500,000. The 2003 board claimed they needed the additional money to maintain our buildings. However, more than half of the "permanent improvement" money went for items other than building maintenance. (from documents shared at the 6-5-08 board meeting)

The \$1,000,000 increase this board asked for last November was a 7% increase over the previous levy. Once again, the majority of the funds (about 75%) were earmarked for items other than building maintenance. This board claimed that the funds would keep our buildings "safe, warm and dry." That statement was true, but the "safe, warm and dry" slogan was clearly misleading, because the majority of funds were to be spent on items other than buildings.(from documents shared at the 6-5-08 board meeting)

I will commend my fellow board members for telling the public exactly what the new PI levy was going to be used for. However, paying for new books, buses and technology with PI moneys is and was a new idea implemented by my fellow board members.

The new 2008 PI levy failed by over 1000 votes.

My fellow board members then erroneously concluded that the levy failure meant the community did not want the board to spend money for new buses, books, technology or planned building maintenance. Therefore they voted 4 to 1 to freeze spending on these items.

These expenditures could be paid out of the general fund and were paid out of the general fund in the past.

Our district started this school year with a \$17,000,000 surplus and our kids new books, buses, technology and planned building maintenance could have been paid out of this surplus.

I pleaded, for months, with my fellow board members to conserve the \$17,000,000 surplus and negotiate tough union contracts with our staff. One board member even complained, suggesting I get a taped recording of my board comments and replay it at each meeting.

Instead of negotiating tough union contracts and preserving the \$17,000,000 surplus my fellow board members approved status quo contracts that showed no savings for the taxpayers. These new contracts consumed the entire \$17,000,000 surplus. These contracts were also approved by the board with a 4 to 1 vote.



Mr. Engel's comments (cont.)

So there you have it. My fellow board members voted, 4 to 1, to freeze spending on new books, buses, technology and planned building maintenance for our kids. They then made a conscious decision and voted again 4 to 1, to spend our entire \$17,000,000 surplus on staff contracts leaving nothing for our kids books, buses, technology and planned building maintenance.

Mr. Kearns attempt to convince the community that I am to blame for this boards poor decision is a slap in the face to the intelligence level of our community. This is proof again that Mr. Kearns and the rest of this board are totally disconnected with the hard economic times that our community and country are facing.

Mr. Kearns also talked about "participating in active discussion about how we continue to move this district forward." Here is the problem with his comment. There has been practically no discussion of the \$8,000,000 deficit that is staring us right in the face. This board is running our district right into fiscal crisis. Once we are there it will be a huge step backward, not forward, if they can't figure out how they will fill the financial shortfall. My fellow board members have no idea or plan on how they will deal with the \$8,000,000 deficit other than their flawed assumption that they will pass another levy. I, on the other hand, shared 33 ideas on how to save as much as 10 million dollars a year and instead of discussing those ideas, my fellow board members attacked me over them.

Mr. Kearns, You claim "you understand government financing" and "you understand what it is to do more with less." You have also told us over and over " it's about the kids." Please tell me, with your superior knowledge about government financing and doing more with less just how it is in the best interest of our kids to run our district into fiscal crisis with no idea of how you will fill this districts financial shortfall?

Mr. Kearns, It isn't only me who wants to see a plan to deal with our \$8,000,000 shortfall. Let me quote Mr. Morris from his 12-13-07 column. "we must develop and implement a workable plan to meet the financial needs of our district. We can not wait until we find ourselves in financial crisis." So, Mr. Morris, It's a year and a half later, where is your plan???

Mr. Kearns you have claimed My glass is ½ empty while yours is ½ full. The problem with your comment is I know how to fill my ½ empty glass and you have no idea of how you would ever fill your ½ full glass.

I was challenged by Mr. Kearns back in April of 2008 to share my plan on how I would balance our budget and avoid future levies. In a 2 week period I put together a meeting with close to a dozen current and past school board members to discuss cost saving ideas. I brought my plan and 33 ideas to the next meeting. I am asking this board to do the same. I challenge my fellow board members to come to the next meeting and explain what your plan is to deal with our projected \$8,000,000 shortfall.

Mr. Kearns, I have made reasonable observations of our financial situation and I have made a reasonable request of this board. Please tell me and the community just what is your plan to deal with the \$8,000,000 shortfall that is staring us in the face??? I would like to know and the community that you claim you are connected to is entitled to know.

You can read my board presentation and my 33 cost saving ideas at the [taxpayersvoice.net](http://taxpayersvoice.net) under board comment May 2008. I have one additional cost saving idea to add, #34, limit overtime.

Dr. Morris

He stated that he had an incredible day on Sunday at graduation. This district is an incredible place. This district is going in the right direction. He thanked all of the folks at the high school.

Mrs. Bailey

She also felt that graduation was a great place to be on Sunday. Attending graduation is one of the perks of being on the school board.

She welcomed the new employees and congratulated the administrators who are moving up.

Mr. Murray

Graduation provides personal gratification for him. He feels that it is a very moving experience. He congratulated Mark for his daughter's graduation from Fairfield & Jerome for his son's graduation from Lakota West.

He congratulated the new administrators – Katie, Dan, Roger, & David.

Mr. Kearns

He welcomed everyone in their new positions.

He stated that graduation was a great time to see the success of our students.

09-78 ADJOURNMENT

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

SECOND – Seconded by Mr. Murray

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: \_\_\_\_\_