

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Work Session on the 2nd day of August 2012 in the Catherine D. Milligan Community Room.

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

ROLL CALL – Present: Mr. Kearns, Dr. Morris, Mr. Murray & Mr. Nuss
Absent: Mrs. Shorter

Also present: Mr. Otten, Mrs. Lane, Mr. Martin, Mrs. Wildow, Mr. Smith and Mr. Clemmons

PLEDGE OF ALLEGIANCE

PRESENTATION

A. Fairfield Choraliers – World Choir Games 2012 Champions

12-78 RESIGNATIONS/LEAVE OF ABSENCE/EMPLOYMENT

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

SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

A. Personnel – Certificated – Mr. Martin

1. Resignations

- a. Kevin Botkins, Senior High, Soccer, Boys Assistant
(effective for the 2012-13 school year; for personal reasons)
- b. Eryn McHale, Intermediate, Intervention Specialist
(effective at the end of the 2011-2012 school year; for personal reasons)
- c. William Miller, District, 7-12 Curriculum Coordinator
(effective at the end of the day on August 2, 2012; for personal reasons)
- d. Carlo Miraldi, Freshman, Soccer, Boys Assistant
(effective for the 2012-13 school year; for personal reasons)
- e. Kelly Naylor, Senior High, Student Government Advisor
(effective for the 2012-13 school year; for personal reasons)
- f. Mark Rice, Senior High, Math
(effective at the end of the 2011-2012 school year; in order to accept another position within the district)

2. Leave of Absence
 - a. Jennifer Powell, North, Kindergarten Teacher
(effective for the 2012-2013 school year; for personal medical reasons)

3. Employment
 - a. Matthew Crapo, Intermediate, 5th grade Math
(recommended for a new one-year limited teaching contract for the 2012-2013 school year, effective August 20, 2012; for a replacement position)
 - b. Emily Lohrey, Middle, Intervention Specialist
(recommended for a new one-year limited teaching contract for the 2012-2013 school year, effective August 20, 2012; for a replacement position)
 - c. Kelly Moorman, South, RN
(recommended for a new one-year limited Registered Nurse's contract for the 2012-2013 school year, effective August 20, 2012; for a replacement position)
 - d. Mark Rice, Middle School, Assistant Principal
(recommended for a new two-year administrative contract effective July 17, 2012 through June 30, 2014, for 213 days, on the certificated administrative salary range 2, for a replacement position.)
 - e. David Slamer, Senior High, Social Studies
(recommended for a new one-year limited teaching contract for the 2012-2013 school year, effective August 20, 2012; for a replacement position)
 - f. Extracurricular 2012-13

Jena Hartley, Middle, Department Head Math, 8th Grade

SECOND – Seconded by Mr. Nuss
Public comments: None
Board comments: None

ROLL CALL – Ayes: Mr. Kearns, Dr. Morris, Mr. Murray & Mr. Nuss
Absent: Mrs. Shorter
Nays: None
Motion Carried: 4-0

12-79 RESIGNATIONS/LEAVES OF ABSENCE/PROMOTION

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

B. Personnel – Classified – Mr. Smith

1. Resignations

- a. Karen Anderson, East, Clerk
(effective the end of the 2011 – 2012 school year; for personal reasons)
- b. Lisa Grimes, North, Educational Assistant
(effective the end of the 2011 – 2012 school year; for personal reasons)

2. Leaves of Absence

- a. Karen Bowman, Transportation, Bus Driver
(effective August 20, 2012 through October 30, 2012; Unpaid Workers
Compensation)
- b. Betty Koger, Freshman, Custodian
(effective July 30, 2012 through September 10, 2012; unpaid personal medical)
- c. Johnna Morgan, Transportation, Bus Driver
(effective July 27, 2012 through October 30, 2012; extension of unpaid
Workers' Compensation)
- d. Sandra Taylor, Transportation, Bus Driver
(effective July 2, 2012 through October 1, 2012; extension of unpaid
personal medical)

3. Promotion

- a. Ray van Praag, Sr. High, Custodian, promoted to West, Head Custodian
(effective July 23, 2012; for a replacement position)

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

SECOND – Seconded by Dr. Morris
Public comments: None
Board comments: None

ROLL CALL – Ayes: Mr. Kearns, Dr. Morris, Mr. Murray & Mr. Nuss
Absent: Mrs. Shorter
Nays: None
Motion Carried: 4-0

ITEMS FOR BOARD DISCUSSION

- A. Partnership with the Butler County Educational Service Center for substitute teaching services – Nancy Lane

Mrs. Lane presented the following information to the Board:

Butler County Educational Service Center is providing substitute services for all Butler County School Districts as well as five Warren County Districts for a total of 15 districts served.

Long term substitutes will continue to be managed by Fairfield City School District to maintain complete control and to be able to choose staff for positions.

The district spent \$12,131 on AESOP and will spend \$11,000 this year. The discounts reflect a savings of about \$1130.

This program is for certified staff only. Classified staff will continue to be managed at the district level.

- B. Change in substitute teacher pay rate for the 2012-2013 school year – Nancy Lane

Mrs. Lane presented the following information:

In order to offset the costs for the district (from \$26,000 to \$32,000 per year), the sub rate per day has been reduced from \$80 to \$75 per day for FCSD. The districts served could not agree on one rate of pay, which would have been preferred. Some districts felt strongly that they have to offer a higher rate of pay to attract subs to their district. It has been decided that \$75 is cost effective for our district and this will result in a \$47,000 savings to offset the costs. It is possible that there will be additional savings.

The advantage of the Butler County ESC management of subs is that we will have a larger pool of subs to choose from. At this point, 500 subs have been processed to start the new school year. It is anticipated that the total will reach 1800.

The advantage for the substitute teachers is that one application and one set of fingerprints satisfies 15 districts and that they have more opportunities for assignments.

The advantage for the district is that it allows clerical staff at the district level as well as assistant principals to use the time that they would have spent on the substitute hiring process on other duties.

Discussion on Items A & B:

Mr. Nuss expressed concerns that quality subs may choose to work for the districts with a higher daily rate than the \$75 per day that Fairfield is offering.

Mrs. Lane responded that the daily rates vary in each district. She gave the examples of Ross' rate of \$70, Lakota's rate of \$75 and Middletown's rate of \$85.

Mr. Otten explained that Middletown has had problems securing subs and felt that they needed to pay subs at a higher rate. The \$85 is a reduction from the \$110 rate that they have paid in the past. He pointed out that we have a good relationship with our subs and our hope is that the subs that we have used in the past will want to continue to sub in our district.

Mr. Nuss asked what the initial savings will be for the district. Mrs. Lane estimates at least \$16,000 for this year.

Mr. Otten pointed out that if we have a bad report from a building regarding a sub, the same procedure will be followed that is in place at this time. The assistant principal in the building has a discussion with the sub regarding the issue. If the problem continues, the sub is blocked in AESOP (Automated Substitute Placement/ Absence Management). The staff is advised that FCSD is blocking them from consideration. One of the issues that the ESC is studying is whether or not the sub will be blocked for all districts if one district activates the block. Mr. Otten's goal is to have a strong pool of subs to choose from.

Mr. Martin pointed out that having a large pool increases the chances of finding long term subs with the proper certification for a particular position.

Mr. Nuss asked if we can opt to select someone that is not on the list for a long term sub position. Mr. Martin advised that we can use subs outside the pool.

Mrs. Lane pointed out that the memo of understanding puts a time limit of one year on this initiative. If we are not satisfied, we do not have to continue.

Mr. Murray asked for clarification on what services we are receiving for the \$32,000. Mrs. Lane stated that the time spent by multiple staff at the district office to process subs will be redirected to other duties. The time spent on fingerprinting the subs, processing the personnel paperwork (including licensure verification) and the time spent on evaluations will be done by the ESC. The district payroll office will still have to verify hours worked with the buildings.

Mr. Martin stated that the savings will be hidden as the district office absorbs new initiatives including the Family Medical Leave Act requirements. The staff that have been doing the sub processing at the district office will repurpose their time with other functions.

So far the feedback has been positive from the subs that have been through the process, per Mrs. Lane.

Mr. Murray commented that we should have county wide efficiency as a result of this process.

Mr. Nuss questioned how the subs will secure an assignment.

Mr. Otten explained that AESOP will still be used to fill substitute positions. The district staff will continue to monitor the number of days that a long term substitute is employed and follow our existing procedure for payments and contract requirements.

Mr. Nuss concluded that we really do not know the total extent of the savings that will result from this initiative.

C. New items for discussion

12-80 APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN THE BUTLER COUNTY EDUCATIONAL SERVICE CENTER AND THE FAIRFIELD CITY SCHOOL DISTRICT TO PROVIDE SUBSTITUTE SERVICES/APPROVAL FOR DAILY RATE OF PAY FOR SUBSTITUTE TEACHERS AND SUBSTITUTE NURSES FOR 2012-2013 SCHOOL YEAR/ APPROVAL OF JOB DESCRIPTIONS FOR MIDDLE SCHOOL DIVING COACH, SENIOR HIGH GSSU CLUB ADVISOR AND MIDDLE SCHOOL LEADERSHIP TEAM ADVISOR/ RESCIND MOVING SENIOR HIGH PURE ELEGANCE SHOW CHOIR FROM SCHEDULE II TO SCHEDULE V ON EXTRACURRICULAR SCHEDULE/APPROVAL OF SENIOR HIGH EXTRACURRICULAR POSITION PURE ELEGANCE SHOW CHOIR FROM SCHEDULE II TO SCHEDULE IV

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

OTHER ITEMS FOR BOARD ACTION

- A. Recommend approval of a memorandum of understanding between the Butler County Educational Service Center and the Fairfield City School District Board of Education to provide substitute services in accordance with the terms and conditions set forth in the agreement (this agreement was previously provided to the Board).
- B. Recommend approval of the new daily rate of pay for substitute teachers and substitute nurses for the 2012-2013 school year as follows:
 - \$75 per day
 - \$95 per day after 20 consecutive days in the same position
 - \$115 per day after 40 consecutive days in the same position
- C. Recommend approval of job descriptions for Middle School Diving Coach, Senior High GSSU Club Advisor, and Middle School Leadership Team Advisor.
- D. Rescind moving Senior High Pure Elegance Show Choir from Schedule II to Schedule V on the Extracurricular Placement Schedule; from the June 28, 2012 board agenda.
- E. Recommend approval of the following extracurricular position:
 - Pure Elegance Show Choir, Senior High School – move from Schedule II to Schedule IV

SECOND – Seconded by Mr. Nuss

Public comments: None

Board comments: None

ROLL CALL – Ayes: Mr. Kearns, Dr. Morris, Mr. Murray & Mr. Nuss

Absent: Mrs. Shorter

Nays: None

Motion Carried: 4-0

ANNOUNCEMENTS

August 1, 2012 – New Student Welcome Center is now open (Mon., Tues., Thurs., Fri. from 8:00 AM – 3:00 PM; Wed., Aug. 1, 8, 15 from 11:00 AM-7:00 PM)

August 8, 2012 – All school offices open

August 16, 2012 - Board Meeting, 6:30 PM, FHS Catherine D. Milligan Community Room

BOARD MEMBER COMMENTS

Mr. Nuss stated that the football field is coming along.

Mr. Murray congratulated the Choraliers.

12-81 EXECUTIVE SESSION

MOTION – Moved by Mr. Murray to recess to Executive Session at 7:04 pm to discuss the following:

The appointment, employment, dismissal, discipline, promotion, demotion, or compensation of public employees 121.22 (G) (1)

Purchase or Sale of Real Estate 121.22 (G) (2)

Court Action 121.22 (G) (3) – Pending or Imminent Litigation

Collective Bargaining 121.22 (G) (4)

SECOND – Seconded by Dr. Morris

Public comments: None

Board comments: None

ROLL CALL – Ayes: Mr. Kearns, Dr. Morris, Mr. Murray & Mr. Nuss

Absent: Mrs. Shorter

Nays: None

Motion Carried: 4-0

The Board resumed the meeting at 7:35 pm.

12-82 ADJOURNMENT

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

SECOND – Seconded by Dr. Morris

Public comments: None

Board comments: None

ROLL CALL – Ayes: Mr. Kearns, Dr. Morris, Mr. Murray & Mr. Nuss

Absent: Mrs. Shorter

Nays: None

Motion Carried: 4-0

The meeting was adjourned at 7:37 pm by the President, Mr. Kearns.

President

Attest: _____
Treasurer