

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Regular Meeting on the 17th of April 2014 in the Catherine D. Milligan Community Room.

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

ROLL CALL – Present: Mr. Berding, Mr. Hare, Mr. Kearns & Mrs. Shorter
Absent: Mr. Heisler

Also present: Mr. Otten, Mrs. Lane, Mr. Martin, Mrs. Wildow, Mr. Weiser & Mr. Clemmons

PLEDGE OF ALLEGIANCE

PRESENTATIONS/RESOLUTIONS

A. Recognition of Retirees

14-34 EXECUTIVE SESSION

MOTION – Moved by Mr. Hare to recess to Executive Session at 6:44 pm to discuss the following:

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

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

ROLL CALL – Ayes: Mr. Berding, Mr. Hare, Mr. Kearns & Mrs. Shorter
Absent: Mr. Heisler
Nays: None
Motion Carried: 4-0

The Board resumed the meeting at 8:45 pm.

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.

Judy Abbott spoke regarding the school buildings and the bond issue.

14-35 AMEND AGENDA TO INCLUDE ITEM D #2

MOTION – Moved by Mr. Hare to amend agenda to include:

D. Other Items for Board Action

2. Recommend the termination of the continuing teaching contract of Gil Voigt.

SECOND – Seconded by Mr. Berding

Public comments: None

Board comments: None

ROLL CALL – Ayes: Mr. Berding, Mr. Hare, Mr. Kearns & Mrs. Shorter

Absent: Mr. Heisler

Nays: None

Motion Carried: 4-0

14-36 RESIGNATIONS/LEAVE OF ABSENCE/EMPLOYMENT/NON-RENEWALS – Mr. Martin

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

SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

A. Personnel -- Certificated

1. Resignations

- a. Carolyn Kolkmeier, North, Reading Center
(effective at the end of the day on May 31, 2014; for retirement purposes)
- b. Susan Maiorana, Central, Kindergarten
(effective at the end of the 2013-2014 school year; for personal reasons)
- c. Sarah Parmley, Freshman, Math
(effective at the end of the 2013-2014 school year; for personal reasons)
- d. Monica McKinney, Middle, 8th grade Science
(effective at the end of the day on May 31, 2014; for retirement purposes)
- e. Pamela McSwain, South, 2nd grade
(effective at the end of the day on May 31, 2014; for retirement purposes)
- f. Dennis Valentini, Senior High, Varsity Track Assistant 50%
(effective for the 2013-14 school year; for personal reasons)
- g. Margaret Wienholts, North, 3rd grade
(effective at the end of the day on May 31, 2014; for retirement purposes)
- h. Patricia Williams, North, 1st grade
(effective at the end of the 2013-2014 school year; for personal reasons)

- i. Regina Williams, Freshman, Intervention Specialist
(effective at the end of the day on May 31, 2014; for retirement purposes)

2. Leave of Absence

- a. David Daugherty, Senior High, Chemistry
(effective April 24, 2014, through May 5, 2014; for personal reasons)
- b. Beth Jacob, Middle, 8th grade Language Arts
(effective .25 on April 25, 2014, through May 9, 2014; for childrearing purposes)
- c. Angela Laux, Central, Intervention Specialist
(effective April 25, 2014, through May 2, 2014; for childrearing purposes)
- d. Sarah Parmley, Freshman, Math
(effective .25 on April 10, 2014, through the end of the 2013-2014 school year; for childrearing purposes)

3. Employment

- a. Whitson Terell Davis, Middle, Physical Education, additional 67%
(effective with the 2014-2015 school year; for a replacement position; this brings him to 100% contract status)
- b. Jason Krause, Senior High, Varsity Track Assistant, 50% (in addition to previously contracted 50%)
- c. Melanie Schneider, District, School Psychologist
(recommended for a new one-year limited teaching contract for the 2014-2015 school year, effective August 4, 2014)
- d. Terry Zornow, Senior High, Spanish, additional 33% contract
(effective with the 2014-2015 school year, for a replacement position)
- e. Summer School Principal

Tim Viox

(The above-named person is recommended for employment as principal for the 2014 summer school program as noted, at a rate of \$24.34 per hour for up to nine and one-half hours per day as necessary from May 1, 2014 through July 5, 2014.)

- f. Home Instructors

Abbey Weaver

(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 \$24.34 per hour, effective for the 2013-2014 school year.)

g. Substitute Teachers

Carrie Ivkovich (sub nurse)
Julie Sayre
Staci Smith

(All recommendations are for the 2013-14 school year at a rate of \$75 per day.)

h. Volunteers

Carrie Ivkovich, Senior High, Softball
Christopher Rossi, Senior High, Baseball

(The above-noted persons are recommended for approval as volunteer coaches for the 2013-14 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.)

4. Non-Renewals

a. Non-renewals of substitute teachers at the end of 2013-14 school year:

Jennifer Alliston
Connie Bowling
Lori Deitz
Melinda Dickson
Stephanie Dodd
Katie Fishback
Kylie Frank
Brenda Light
Allison Lindemann
Elizabeth Pietch
Daniel Reed
Ed Wooten
Doris Wray
Nancy Fries

(The above-noted substitute teachers have already worked or are likely to work 120 days during the 2013-14 school year, or they have had or may be likely to have teacher's salary and benefits before the end of the school year. Therefore, they must be treated like teachers under limited contracts and are entitled to notice of non-renewal. The failure to provide such notice could result in automatic renewal of their contract for next year.)

SECOND – Seconded by Mrs, Shorter

Public comments: None

Board comments: None

ROLL CALL – Ayes: Mr. Berding, Mr. Hare, Mr. Kearns & Mrs. Shorter

Absent: Mr. Heisler

Nays: None

Motion Carried: 4-0

14-37 RESIGNATIONS/LEAVE OF ABSENCE/EMPLOYMENT/PROMOTION – Mr. Weiser

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

B. Personnel -- Classified

1. Resignations

- a. Regina Byrd, Intermediate, Food Service Assistant
(effective the end of the day April 22, 2014; for personal reasons)
- b. Linda Cheek, Middle, Educational Assistant
(effective the end of the day May 31, 2014; for retirement purposes)
- c. Sandra Coddington, Sr. High, Educational Assistant
(effective the end of the day June 30, 2014; for retirement purposes)
- d. Kay Foust, Middle, Educational Assistant
(effective the end of the day May 31, 2014; for retirement purposes)
- e. Tonia Muhammad, Middle, Clerk IV
(effective the end of the day April 17, 2014; for personal reasons)

2. Leaves of Absence

- a. Teresa Damron, Freshman Food Service Assistant
(effective April 16, 2014 through May 15, 2014, extension of unpaid personal medical)
- b. Patricia Rose-Pinson, Transportation, Educational Assistant
(effective April 1, 2014 through May 1, 2014; extension of unpaid Workers Compensation)
- c. Pam Sanders, Central, Custodian
(effective April 8, 2014 through July 7, 2014; extension of unpaid Workers Compensation)

3. Employment

- a. Karen Hardwick, Sr. High, Food Service Assistant
(effective April 21, 2014; for a replacement position)

4. Promotion

- a. Caroline Thomas, Intermediate, Cook promoted to Intermediate, Head Cook
(effective April 14, 2014; for a replacement position)

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

SECOND – Seconded by Mrs. Shorter
Public comments: None
Board comments: None

ROLL CALL – Ayes: Mr. Berding, Mr. Hare, Mr. Kearns & Mrs. Shorter
Absent: Mr. Heisler
Nays: None
Motion Carried: 4-0

C. Items for Board Discussion – Mr. Martin

1. Memorandum of understanding regarding tuition reimbursement (intervention specialist/Praxis)

Mr. Berding asked if this is a first come, first served type of approval. Mr. Martin stated that it is.

14-38 APPROVAL OF MEMORANDUM OF UNDERSTANDING REGARDING TUITION REIMBURSEMENT (INTERVENTION SPECIALIST/PRAxis)

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

D. Other Items for Board Action

1. Recommend approval of the memorandum of understanding regarding tuition reimbursement (intervention specialist/Praxis).

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

ROLL CALL – Ayes: Mr. Berding, Mr. Hare, Mr. Kearns & Mrs. Shorter
Absent: Mr. Heisler
Nays: None
Motion Carried: 4-0

14-39 RECOMMEND APPROVAL OF THE RESOLUTION TERMINATING THE CONTINUING TEACHING CONTRACT OF GIL VOGT

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

2. Recommend approval of the resolution to terminate the continuing teaching contract of Gil Voigt.

RESOLUTION

WHEREAS, on the 23rd day of December, 2013, the Board of Education determined its intent to consider the termination of the teaching contract of Gil Voigt, and;

WHEREAS, notice of the Board's intention to consider such termination was served upon him and request for hearing before a referee made by him, and;

WHEREAS, a hearing was conducted before Gregory S. Page, Esq. on the 10th, 11th and 12th days of March, 2014, at which time Gil Voigt was present, with counsel, and a stenographic record of proceedings was made, and all other rights afforded by Section 3319.16 of the Revised Code, and;

WHEREAS, on the 11th day of April, 2014 this Board of Education received the recommendation of the referee that the continuing teaching contract of Gil Voigt be terminated, and;

WHEREAS, the members of the Board of Education have reviewed the transcript of proceedings and carefully considered the referee's report and recommendation;

NOW, THEREFORE, BE IT RESOLVED, that such recommendation be hereby accepted.

BE IT FURTHER RESOLVED, that the continuing teaching contract of Gil Voigt with the Fairfield City School District Board of Education be hereby terminated, effective April 17, 2014, for good and just cause on the following grounds:

On December 3, 2013, in direct response to overhearing a statement by an African-American student that he would like to become President, Mr. Voigt stated in substance "We do not need another black President." This racially discriminatory statement was hurtful to the student and offended several other students who heard it. In light of Mr. Voigt's previous discipline, including offensive and racial comments to students, the Board has determined to proceed to consider the termination of Mr. Voigt's teaching contract.

The Referee determined that the above specification was proven at the hearing.

With regard to previous discipline, the referee further determined the following:

Voigt repeatedly engaged in conduct that is harmful to the well being of his students. He has made race-based, culturally-based and insulting comments to students over a period of years. He was warned on multiple occasions that if his behavior continued that he would be subject to termination.

BE IT FURTHER RESOLVED, that the Treasurer of this Board of Education be directed to provide notice of this action to Gil Voigt by certified mail, return receipt requested.

SECOND – Seconded by Mr. Berding

Public comments: None

Board comments: None

ROLL CALL – Ayes: Mr. Berding, Mr. Hare, Mr. Kearns & Mrs. Shorter

Absent: Mr. Heisler

Nays: None

Motion Carried: 4-0

14-40 APPROVAL OF MINUTES/APPROVAL OF FINANCIAL REPORTS FOR MARCH 2014/
APPROVAL OF THE 2013-2014 AMENDED APPROPRIATIONS RESOLUTION/ DISPOSALS/
DONATIONS

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

TREASURER'S RECOMMENDATIONS AND REPORTS

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

March 6, 2014 – Work Session

March 20, 2014 – Regular Meeting

March 24, 2014 – Special Meeting

B. Recommend approval of the financial reports for the month of March 2014.

C. Recommend approval of the 2013-2014 Amended Appropriations Resolution.

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

<u>Tag Number</u>	<u>Description</u>	<u>Location</u>
08468	Stander	Special Services
09069	Printer	Special Services
16481	Printer	Special Services
16522	CCTV	Special Services
T2168	Intellikeys	Special Services

TT801049 Communication Device Special Services

E. Recommend approval of the following donations:

1. A donation of \$100 from Balena Shorter to Fairfield Intermediate School to be used for the Sensory Room.
2. A donation of 60 picture frames valued at \$240 and 24 plaques valued at \$48 from Mary Broxterman to Fairfield South Elementary.
3. A donation of playground equipment valued at \$421 from Fairfield East PTC to Fairfield East Elementary.
4. A donation of mouse pads valued at \$350 from EST Analytical to the Fairfield City School District.
5. A donation of four benches valued at \$800 from the Joe Nuxhall Golf Center to the Fairfield City School District's varsity baseball complex.
6. A donation of \$200 from the Fairfield Township Citizens Police Academy Alumni to the Fairfield City School District for the purchase of dog food for Naddi.

Total donations for 2014: \$8,206.00

F. Recommend approval to authorize the Treasurer to pay invoices against the following purchase orders that have not been processed in accordance with Section 5705.41(D):

1. Purchase order #3404072 – Southwest Ohio District Athletic Board - \$6,676.89
2. Purchase order #30193 – Gregory S. Page, Co., LPA – \$7,744.00

SECOND – Seconded by Mrs. Shorter

Public comments: None

Board comments:

Mr. Hare stated that donations from the Fairfield Township Citizens Police Academy will most likely continue in the future.

ROLL CALL – Ayes: Mr. Berding, Mr. Hare, Mr. Kearns & Mrs. Shorter

Absent: Mr. Heisler

Nays: None

Motion Carried: 4-0

ANNOUNCEMENTS

April 18, 2014 – Spring Weekend, No School

April 24-26, 2014 – “Shrek: The Musical,” 7:30 PM, FHS Performing Arts Center

April 26-27, 2014 – “Shrek: The Musical,” 2:30 PM, FHS Performing Arts Center

April 25, 2014 – Senior Citizens’ Spring Luncheon, 11:15 AM, North Elementary

April 25, 2014 – Autism & Disability Awareness Dinner, 6:00 PM, FHS Cafeteria

April 30, 2014 – Board Meeting, 6:30 PM, FAB Conference Room A

May 1, 2014 – “Open Your Eyes” Event, 7:30 PM, FHS Arena

May 4, 2014 – Arts Fair, 1:00 PM, FHS

BOARD MEMBER COMMENTS

Mr. Berding

He shared some statistics from the Bureau of Labor & Statistics regarding expenditures for the average family which include: \$180 per year on sweets, \$228 per year on internet access, \$348 per year on satellite/cable, \$408 per year on tobacco, \$51 per year on alcohol, \$502 per year on pets, \$576 per year on movies, \$1736 per year on apparel, \$2172 per year eating out at restaurants, and \$2605 on other forms of entertainment, including sporting events. He made the point that if the average family cut \$10 per expenditure per year, they would be able to provide the money for the three new buildings.

He used this as an example to illustrate that a family can help provide the educational environment that they deserve.

He thanked the retirees for their years of service.

Mrs. Shorter

She congratulated all of the retirees.

She reminded everyone of the importance of voting and that every vote does count.

Mr. Hare

He congratulated Ms. Lori Wegman, high school science teacher, who will join an elite group of 40 science teachers from across the country to participate in the Siemens Teachers as Researchers fellowship program. It is designed to empower teachers to bring the excitement of real-world research into the classroom and inspire students to pursue science, technology, engineering and math.

He stated that he is glad to see that Fairfield City Council unanimously supported a resolution in support of our bond levy. It shows that they recognize the importance of the levy and the \$19 million we will receive from the state. He feels that they obviously understand that it is good fiscal management if someone else will pay 23% of the cost.

He explained that our legislature created the Schools Facility Commission to help replace the aging and outdated schools with schools that are conducive to teaching and learning. However, the state requires a school district match. If the bond issue fails, any project we undertake in the near future will be without the state match. He thinks Issue #2 makes good sense as far as programs for children and makes good sense as far as being fiscally responsible.

If we had to have the "Open Your Eyes" program in the freshman building or Central Elementary he believes that the program would have to be held elsewhere, especially if it were raining.

Mr. Kearns

He expressed his appreciation and congratulations to the retirees that have a total of over 800 years of experience in teaching.

He went to the auditor's website to look at projections for the increase in taxes that will be incurred with the passage of the levy. He reminded everyone that it is a small amount of money to sacrifice and suggested that everyone check out for themselves what the increase will be for them. He does not want the district to lose the opportunity to receive 23% of the costs for the new buildings.

BOARD MEMBER COMMENTS (continued)

Mr. Kearns

He appreciates the time and commitment the Fairfield City Council made to take the time to tour the buildings and endorse the levy.

He reminded everyone to vote and he pointed out that there are many activities available within the district.

14-41 ADJOURNMENT

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

SECOND – Seconded by Mrs. Shorter

Public comments: None

Board comments: None

ROLL CALL – Ayes: Mr. Berding, Mr. Hare, Mr. Kearns & Mrs. Shorter

Absent: Mr. Heisler

Nays: None

Motion Carried: 4-0

The meeting was adjourned at 9:12 pm by the President, Mr. Kearns.

President

Attest: _____

Treasurer