

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Regular Meeting on the 19th of November 2015 in the Catherine D. Milligan Community Room.

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

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

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

A moment of silence was observed for the Paris attacks, the Central student that passed away and for Kyler Bradley.

PLEDGE OF ALLEGIANCE

PRESENTATIONS/RESOLUTIONS

- A. Student Recognition – Zach Birdsall
- B. Presentation on Hazing and Bullying – Jeff Madden and District Administrators

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. Please know that this time has been set aside for the Board to listen to you. Your comments are valued and will be taken into careful consideration. The Board will not engage in dialog at this time. Presentations are limited to five (5) minutes each.

Several parents, community members, and non-residents spoke to the Board regarding bullying, special education and staff support.

The Board recessed at 8:57 pm and resumed the meeting at 9:07 pm.

15-98 RESIGNATIONS/LEAVES OF ABSENCE/EMPLOYMENT– Mr. Martin

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

SUPERINTENDENT’S RECOMMENDATIONS AND REPORTS

- A. Personnel – Licensed
 - 1. Resignations
 - a. James Brown, Senior High, English
(effective January 8, 2016; for personal reasons)

- b. Elizabeth Burkhart, Middle, Health/Physical Education
(effective June 1, 2016; for retirement purposes)
 - c. Theresa Collins, Senior High, ESL Tutor
(effective December 11, 2015; for personal reasons)
 - d. Heather Ortman, District, Occupational Therapist, 40% of extended days
contract (effective for the 2015-2016 school year)
 - e. Ruthann Stidd, South, 1st grade
(effective October 30, 2015; for personal reasons)
2. Leaves of Absence
- a. Molly Meyer, District, School Psychologist
(effective November 30, 2015 through December 22, 2015; for childrearing
purposes)
 - b. Katie Pospisil, District, Coordinator of Secondary Curriculum and Instruction
(effective November 26, 2015 through December 22, 2015; for childrearing
purposes)
3. Employment
- a. Extracurriculars 2015-16

Senior High

Tim Arthur, Bowling Assistant
Eric Cimini, Technical Director Electronic, 50%
Larry Foster, Bowling Assistant
Steve Hartings, Basketball Assistant, Boys
Phil Matteson, Bowling Assistant
Amanda Meeks, Sophomore Class Sponsor
Catherine Ogilvie, Swim, Diving, Boys & Girls
Anthony Schulz, Sophomore Class Sponsor
Cody Schuster, Marching Band Auxiliary Units
Nicole Taylor, Basketball Assistant, Girls
K. Barney Wahoff, Wrestling Assistant

Freshman

Jim Koenig, Basketball, Girls
Krista Martinson, Basketball Assistant, Girls
Kristen Otte, Basketball, Girls
Brian Smith, Soccer, Boys

Middle

Kevin McDonald, Basketball, Girls 7th/8th
Terrence Mitchell, Basketball, Girls 7th/8th
Catherine Ogilvie, Diving Coach
Curtis Rouse, Wrestling Assistant Coach
Bradley Wilson, Basketball, Boys 7th/8th

Intermediate

Lisa Gundler, Summer Transition Camp, 50%
Shelby Ryan, Intramural Track, 5th/6th, additional due to number of participants
Shelby Ryan, Intramural Basketball, Girls 5th/6th
Shelby Ryan, Intramural Bowling, 5th/6th

b. Home Instructors

Robyn Daniels
Logan Estes
Amy Hudson

(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 \$25.51 per hour, effective for the 2015-2016 school year.)

c. Substitute Teachers

Brandy Osborne
Danielle Packard
Wesley Park
Katherine Reed

d. Substitute Nurses

Mary Oare Ekpe
Julie Fetherland

(All recommendations are for the 2015-16 school year at a rate of \$82 per day.)

e. Volunteers

Robert Bowen, Senior High, Bowling
Adam Sams, Senior High, Wrestling
R. Steven Sams, Senior High, Wrestling
Randy Sharrock, Senior High, Basketball, Girls
Brad Wright, Senior High, Wrestling

(The above-noted person is recommended for approval as volunteer coach for the 2015-16 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. Rescind from Oct. 15, 2015:

Brian Smith, Soccer, Assistant Boys (as listed under “Extracurriculars 2015-16” on the October 15, 2015 agenda.)

SECOND – Seconded by Mrs. Shorter
Board comments: None

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

15-99 RESIGNATIONS/LEAVE OF ABSENCE/EMPLOYMENT– Mr. Weiser

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

B. Personnel – Classified

1. Resignations

- a. Cathy Jenkins, East, Head Custodian
(effective the end of the day December 31, 2015; for retirement purposes)

2. Leaves of Absence

- a. Lillie Charles, North, Custodian
(effective October 24, 2015 through January 24, 2015; extension of unpaid personal medical)
- b. Tonya Rooks, Sr. High, Educational Assistant
(effective December 1, 2015 through February 29, 2016; extension of unpaid personal medical)
- c. Pam Sanders, District, Custodian
(effective October 28, 2015 through December 15, 2015; unpaid Workers Compensation)
- d. Kim Savage, Sr. High, Receptionist
(effective October 20, 2015 through October 27, 2015; extension of unpaid Workers Compensation)

3. Employment

- a. Silviya Boshnakova, Sr. High, Educational Assistant
(effective November 20, 2015; for a replacement position)

- b. Connie Emmert, Intermediate, Food Service Assistant
(effective November 20, 2015; for a replacement position)
- c. Laurie Hadden, Intermediate, Educational Assistant
(effective November 20, 2015; for a replacement position)
- d. Colton Huesing, West, Educational Assistant
(effective November 20, 2015; for a replacement position)
- e. Julianne Rudisell, Transportation, Bus Driver
(effective November 20, 2015; for a replacement position)

SECOND – Seconded by Mr. Begley
Board comments: None

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

C. Items for Board Discussion – Mr. Weiser

- 1. Revision of job descriptions for the following classifications: Clerk III, Clerk IV, Confidential Clerk IV, Data Entry I, Data Entry II, Receptionist, Confidential Receptionist, Secretary II, Secretary III, Confidential Secretary II and Confidential Secretary III – Tom Weiser.

The job descriptions were last revised in 1995.

The request for revision is to hopefully expand the pool of applicants. Proposed changes include reducing the typing speed to 40 wpm instead of the 50 wpm required at this time. The second change requested is to lower the minimum age of applicants from 21 to 18 years of age.

Mrs. Shorter expressed her concern with 18 year olds that may have just graduated being mature enough to handle sensitive information appropriately. She would want some separation from the time of graduation to the time of hire, especially if the hire was for the high school.

MOTION – Moved by Mrs. Shorter to approve the following:
Separate Items 1 & 2 Under “D” into separate votes.

SECOND – Seconded by Mr. Kearns

Board comments:

Mr. Begley asked about the legality of setting an age minimum. Mr Clemmons stated that any age below 40 can be set.

Mr. Hare does not see a problem with changing the age to 18 years of age as the district would be responsible to explain appropriate interaction during the interview and there would be an evaluation of the interactions of the staff member during the evaluation process. He asked if we have any staff hired at age 18. There are staff in food service that are 18 years old.

Mr. Weiser explained that the district has requested a new test in January. It is important for job descriptions to be reviewed tonight as the district must present the revisions in advance of the testing date to the Civil Service Commission.

Mr. Clemmons suggested that Mr. Otten revise his recommendation to the Board to change the typing requirement only at this time. The minimum age could be revisited later, if necessary.

Mr. Weiser agreed that the biggest factor in increasing the applicant pool will be the adjustment of the typing requirement.

Mrs. Shorter withdrew her motion as Mr. Otten agreed to change his recommendation to the Board.

2. Substitute bus driver pay rate. – Mr. Weiser

Our district is losing substitute bus drivers to other districts as we are at the low end of the pay scale at \$14 per hour. If we increase to \$16 an hour, we will be at the medium range of the pay scale.

Our district does not have enough substitute bus drivers at this time and we are short 3 bus drivers. As a result, coverage requires drivers to take on additional students.

Mr. Begley asked if the students that are on the buses with additional pick ups arrive at school on time. Mr. Weiser stated that students are not always on time and the delay has a ripple effect on routes the rest of the day.

Mr. Kearns asked specific questions about the CDL training requirements thinking that the Department of Job and Family Services may be able to refer qualified drivers to the district to apply for positions.

The school district trains drivers and often loses them to other districts for higher pay.

Mr. Kearns stated that the agenda needs to be amended to move quickly on this item.

15-100 AMEND AGENDA TO INCLUDE ITEM D #2

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

D. Items for Board Action

3. Increase substitute bus driver rate to \$16 per hour effective 11/23/15.

SECOND – Seconded by Mr. Begley
Board comments: None

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

15-101 APPROVAL OF REVISION OF CLASSIFIED JOB DESCRIPTIONS FOR THE CLASSIFICATIONS OF CLERK III, CLERK IV, CONFIDENTIAL CLERK IV, DATA ENTRY I, DATA ENTRY II, RECEPTIONIST, CONFIDENTIAL RECEPTIONIST, SECRETARY II, SECRETARY III, CONFIDENTIAL SECRETARY II AND CONFIDENTIAL SECRETARY III/APPROVAL TO AMEND CONTRACT FOR H & H STRUCTURAL CONTRACTING INCORPORATED'S TOTAL CONTRACT PRICE FOR ADDITIONAL WORK AT STADIUM FACILITY LOCATED AT 211 DONALD DRIVE FROM \$2.3 MILLION TO \$2.525 MILLION/APPROVE SUBSTITUTE BUS DRIVER PAY RATE INCREASE TO \$16 PER HOUR EFFECTIVE 11/23/15

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

D. Other Items for Board Action

1. Recommend a revision to the original recommendation for the approval of the revised classified job descriptions for the classifications of Clerk III, Clerk IV, Confidential Clerk IV, Data Entry I, Data Entry II, Receptionist, Confidential Receptionist, Secretary II, Secretary III, Confidential Secretary II and Confidential Secretary III which modifies the typing standard to 40 wpm and other housekeeping items. The revision does not impact or change the current standard of age previously followed.
2. Recommend approval to amend H & H Structural Contracting Incorporated's total contract price for additional work at stadium facility located on Stadium Drive, Fairfield, Ohio from \$2.3 million to \$2.525 million.
3. Increase substitute bus driver pay to \$16 per hour effective 11/23/15.

SECOND – Seconded by Mrs. Shorter
Board comments: None

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

15-102 APPROVAL OF MINUTES/APPROVAL OF FINANCIAL REPORTS FOR OCTOBER 2015/
APPROVAL OF 2015-2016 AMENDED APPROPRIATIONS RESOLUTION/DONATIONS/
APPROVAL TO AUTHORIZE PAYMENT OF INVOICES AGAINST PURCHASE ORDERS/
APPROVAL OF TRANSPORTATION IN LIEU OF STUDENTS

MOTION – Moved by Mr. Hare to approve the following

TREASURER’S RECOMMENDATIONS AND REPORTS – NOVEMBER 19, 2015

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

October 15, 2015 – Regular Meeting

B. Recommend approval of the financial reports for the month of October 2015.

C. Recommend approval of the 2015-2016 Amended Appropriations Resolution.

D. Recommend approval of the following donations:

1. A donation of Ipads valued at \$4,287 and stage curtains valued at \$3,332 from the Fairfield East Elementary PTC to Fairfield East Elementary.
2. A donation of a foosball table valued at \$150 and air hockey table valued at \$150 from Patty Wiedman to the Fairfield Academy.
3. A donation of \$2500 from Jeffrey Sackenheim of SHP Leading Design to Fairfield City School District to be used for the Student Health Center.
4. A donation of a clarinet valued at \$250 from Tom Heisler to the Fairfield City School District.

Total donations for 2015: \$74,006.00

E. 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 #50099 – Clearstage Consulting LLC - \$4,500.00
(facilitation of negotiations for early site packages)
2. Purchase order #3602598 – Lakota Local School District - \$8,290.00
(transportation of homeless students)

- F. Recommend that the Board of Education adopt the following resolution for declaring transportation to be impractical:

WHEREAS the student(s) identified below have been determined to be residents of this school district, and eligible for transportation services; and
WHEREAS after a careful evaluation of all available options, it has been determined that it is impractical to provide transportation for these student(s) to their selected school(s); and
WHEREAS the following factors as identified in Revised Code 3327.02 have been considered:

The time and distance required to provide the transportation

The number of pupils to be transported

The cost of providing transportation in terms of equipment, maintenance, personnel and administration

Whether similar or equivalent service is provided to other pupils eligible for transportation

Whether and to what extent the additional service unavoidably disrupts current transportation schedules

Whether other reimbursable types of transportation are available; and

WHEREAS the option of offering payment-in-lieu of transportation is provided in Ohio Revised Code: Therefore, be it

RESOLVED that the Fairfield City School District Board of Education hereby approves the declaration that it is impractical to transport the students identified herein and offers the parent(s)/guardian(s) of the following, payment-in-lieu of transportation.

<u>Student Names</u>	<u>Schools Selected & Grades</u>	<u>Parents/Guardians</u>
Ben Weintz	St. Ignatius School, 7	Christine Weintz
Luke Weintz	St. Ignatius School, 5	Christine Weintz

SECOND – Seconded by Mrs. Shorter
Board comments: None

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

COMMITTEE REPORTS

- A. Legislative update – Dan Hare

Mr. Hare read the following report from his attendance at the Ohio School Boards Association Conference where he served as the Board's delegate:

Briefing for annual Business meeting of OSBA Delegate Assembly

Review of Parliamentary procedures for voting and offering amendments to Legislative Platform.

OSBA Delegate Assembly

The platform is designed to be general enough to permit flexibility while not entirely specific but enough to provide guidance. It is basically a statement of beliefs on what legislation should look like. It is designed to hopefully reflect the collective will of all school boards across the state.

My opinion: It focuses on the cost of operating schools and accountability for charter schools (and now E schools). There is no equity in the accountability of public schools and charter schools while more than a fair share of funding pupil is being diverted from public schools to support charter schools.

Dangerous Apps You Need to Know About – I mentioned this earlier.

Financial Readiness for Board Members- I shared this information in an email to the Board, Mrs. Lane and Mr. Otten.

Let's Talk about High School Sports:

Too bad the session was canceled as there were many disappointed board members.

Currently there is a bill pending that WOULD PROHIBIT DISTRICTS FROM CHARGING PAY TO PARTICIPATE FEES. The prevailing thinking is the objection that such a practice might prohibit a student from participating because of the family finances. It has support of the Secretary of State.

My Opinion:

This is ludicrous. Many districts have alternatives for those students who find the fees prohibitive. Fairfield waves the fee if the student is on Free and Reduced lunches. Many booster groups provide scholarships. Some booster groups have opportunities for students or family members to "work" at concession stands or other fund raising events in lieu of paying a fee.

There are some regional meetings on the matter and I would be willing to attend that meeting if it were the will of the Board.

I would also draft a letter to our legislators, which we could send after Board editing, if that were the will of the Board.

B. Butler Tech – Michael Berding - Absent

B. Planning Commission – Brian Begley – Nothing to report

ANNOUNCEMENTS

November 20 & 21, 2015 – Show Choir Preview, 7:00 PM, FHS Performing Arts Center
November 25, 26 & 27, 2015 – Thanksgiving Break (No School)

BOARD MEMBER COMMENTS

Mr. Begley

He stated that he appreciates the efforts of the staff and students that presented tonight.

Mr. Hare

He stated that his thoughts and prayers are with the Central Elementary community and the family of Lara Arnedo. Lara, a kindergartener passed away unexpectedly.

He offered special thanks to the Fairfield Community that has participated in offering prayers, support and assistance in helping Kyler Bradley and his family in his fight with cancer.

He stated that Mr. Berding yielded his time to Mr. Hare. If he were present he would express the same sentiments regarding Lara and Kyler. I know he and his wife Susan have supported various events for Kyler.

He thanked all those who helped make the Mother-Son dance a success.

Mrs. Shorter

She extended her condolences to Yadi's family. She asked everyone to keep the family in their prayers. She asked everyone to keep Kyler in their prayers.

Mr. Kearns

He appreciated all of the administrators coming to the program tonight.

15-103 EXECUTIVE SESSION

MOTION – Moved by Mr. Hare to recess to Executive Session at 9:49 pm to discuss the following:

The appointment, dismissal, discipline, promotion, demotion, or Compensation of public employees 12.22 (G) (1)

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

SECOND – Seconded by Mr. Begley

Board comments: None

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

Absent: Mr. Berding

Nays: None

Motion Carried: 4-0

The Board resumed the meeting at 10:18 pm.

15-104 ADJOURNMENT

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

SECOND – Seconded by Mr. Begley

Board comments: None

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

Absent: Mr. Berding

Nays: None

Motion Carried: 4-0

The meeting was adjourned at 10:19 pm by the President, Mr. Kearns.

President

Attest: _____

Treasurer