

LITTLE MIAMI LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
MAY 20, 2008
7:52 P.M.

The Little Miami Board of Education of the Little Miami Local School District, Warren County, Ohio met in regular session on May 20, 2008 at 7:52 p.m. at the Little Miami High School Media Center, 3001 U.S. 22 & 3, Morrow, Ohio.

Call to Order and Roll Call

Mrs. Hamburg called the meeting to order at 7:52 p.m.

ROLL CALL:

Mrs. Grice	Present
Mr. Cremeans	Present
Mr. Stern	Present
Mrs. Dunbar	Present
Mrs. Hamburg	Present

Adopt the Agenda

Mrs. Grice moved and Mr. Cremeans seconded a motion to adopt the agenda as amended.

ROLL CALL VOTE:

Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes

MOTION CARRIED.

Reading of Minutes

Mr. Stern moved and Mrs. Dunbar seconded a motion to approve the minutes of the April 15, 2008 regular session and the May 1, 2008 special session.

ROLL CALL VOTE:

Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes

MOTION CARRIED.

Communications and/or Visitors to the Board

1. Mrs. Kim Koterba presented on the Maineville Elementary health/wellness program that has been put in place.
2. Mr. John Spieser gave the curriculum outlook for Little Miami High School.
3. Mr. Justin Koenes updated the Board of Education on the construction projects.
4. Mr. Bill Sears did a presentation on the Transition Plan for the 2009-2010 school year.
5. Mr. Shaun Bevan gave the five-year forecast for the Little Miami Local School District.

Resolution 08-040 Financial Reports

Mr. Cremeans moved and Mrs. Grice seconded a motion to approve the financial reports for April 2008.

ROLL CALL VOTE:

Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes

MOTION CARRIED.

Resolution 08-041 New Funds/Grants

Mr. Stern moved and Mr. Cremeans seconded a motion to approve the following new funds and grants:

Fund 440-9008	Entry-Year Grant FY08	\$15,200
Fund 019-9800	University of Cincinnati Intern Grant	
Fund 019-9801	Salem Township Elementary New Fund for Public School Support	
Fund 009-9009	Salem Township Elementary Uniform School Supplies	

ROLL CALL VOTE:

Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes

MOTION CARRIED.

Resolution 08-042 Fund to Fund Advances and/or Transfers

Mrs. Dunbar moved and Mr. Cremeans seconded a motion to approve the following fund to fund advances and/or transfers:

Advances

\$3601.05 from General Fund (001) to Uniform School Supplies Butlerville Elementary (009-9001)
 \$8668.23 from General Fund (001) to Uniform School Supplies Maineville Elementary (009-9002)
 \$8293.81 from General Fund (001) to Uniform School Supplies Morrow Elementary (009-9003)

\$6805.44 from General Fund (001) to Uniform School Supplies Salem Twp Elementary (009-9009)
\$9714.13 from General Fund (001) to Uniform School Supplies Intermediate School (009-9006)
\$1245.23 from General Fund (001) to Uniform School Supplies Kindergarten Annex (009-9007)
\$1350.00 from General Fund (001) to Summer School Fund (020)

Transfers

\$25,000.00 from General Fund (001) to EMIS Fund (432)

ROLL CALL VOTE:

Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes

MOTION CARRIED.

Resolution 08-043 Five-Year Forecast

Mrs. Grice moved and Mr. Cremeans seconded a motion to adopt the updated five-year forecast as presented.

The attached General Fund forecast is based upon years of historical data and a list of assumptions for revenues and expenditures for the five-year period July 1, 2007 through June 30, 2012. This forecast is adopted with the knowledge that it is a work-in progress and with the understanding that it has been adjusted for all relevant factors that the Board is aware of as of 5/15/08. The following revenue and expenditure assumptions are critical to the reader's understanding and use of this five-year forecast.

A series of assumptions were developed in order to arrive at the individual income and expense amounts presented. **These assumptions are based upon information known at the time the projections were developed and will lose some of their validity as we project further into the future.** Extra caution is urged when analyzing the out years of these fiscal projections. Because we are attempting to look four years into the future, several significant assumptions were made that have a significant impact on the bottom line. For example, we assumed 1.5% raises per year in the base salary for all certified staff after the current negotiated agreement expires July 31, 2009. There were also revenue assumptions made regarding state funding. Little Miami received approximately 30% of its total revenues from the state's basic aid formula in FY2007. The current state budget runs through 6/30/09. Significant changes to the tax laws were made in this budget that will affect school districts, including Little Miami, for years to come in regards to taxes on tangible property. In addition, assumptions are made with regard to changes in assessed property value (both real and personal tangible). The assumptions made with regard to state funding and property values significantly affect this forecast, and are made based on information known to the best of the district's knowledge as of 5/15/08.

As we look into the future and try to successfully manage the district's budget, we try to do so while knowing that some items in a school district's budget are controllable, while others are not. For example:

Non-Controllable Budget Variables:

- Inflation
- Student Enrollment
- Judicial Actions
- Legislative Actions
- Other (Natural Disaster, etc.)

Controllable Budget Variables:

- Staffing Levels (Some Legislative Restrictions)
- Salaries (Some Legislative Restrictions)
- Program Offerings (Some Legislative Restrictions)
- Transportation Services (Some Legislative Restrictions)
- Discretionary Spending (Approximately 5% of Budget)

REVENUE ASSUMPTIONS:

REAL ESTATE VALUE ASSUMPTIONS:

Property values are established each year by the County Auditor based on new construction and property value reappraisals or updates. Due to the Triennial Update/Reappraisal, property values are reappraised every 6 years, with a valuation update being performed in the third year between each reappraisal. The Little Miami Local School District encompasses parts of two counties; Warren and Clermont, with the lion share of value coming from Warren County. Of the total property valuation of the district, Warren County property values account for approximately 99%.

A property value reappraisal took place in Warren County in calendar year 2006 for collection in calendar year 2007. A triennial update will take place in Warren County in calendar year 2009 for collection in calendar year 2010. These expected valuation changes have been factored into the projection for district property values and the related property tax revenues.

For collection year 2008, Little Miami Local SD has full voted operating revenue millage of 31.74 mills on residential/agricultural and commercial/industrial property. However, due to the rollback effects of H.B. 920, the district is collecting property taxes for operating revenue at an effective rate of 20 mills, which is the floor/minimum in Ohio.

INCOME OR EARNINGS TAX:

Little Miami Local School District does not collect any income or earnings taxes.

OTHER LOCAL REVENUES:

The district receives other revenue from local sources, including interest income.

Interest income will increase and decrease as the cash position of the General Fund fluctuates over the forecast period and as market interest rates change. Funds are invested in low-risk investments. Predominately, the district's investments consist of government agency bonds, certificates of deposit and interest bearing sweep accounts. Security of the public funds collected by the district is the top priority of the treasurer's office.

STATE REVENUE ESTIMATES:

State Foundation Revenue SF-3 Form:

The per-pupil funding amount in H.B. 119 was set at a 3.0 % increase for FY'08 (\$5,565) and 3.0% for FY'09 (\$5,732). The district has estimated per pupil funding to increase 2.2 % per year in FY'10 – FY'12. **These are merely assumptions because we cannot predict the funding levels that school districts will receive from the state legislature beyond FY'09.**

As calculated per the provisions set forth in H.B. 119, Little Miami Local SD's Unrestricted State Grants revenue is primarily driven by three factors:

1. Student Enrollment,
2. The Per Pupil Funding amount mentioned above,
3. Property Valuation.

Little Miami's future Unrestricted State Grants have been calculated using projections that are based on both historical data and current knowledge. Little Miami was funded approximately 30% by the State in FY'07.

The district's Student Enrollment has been growing at a varied rate between 4.67% and 7.53% per year over the past 6 years. The district is projecting 5% growth per year in enrollment for future years. The Per Pupil Revenue amount has been projected to increase as per stated above, and the Property Valuation of the district has been projected based on historical trends. Little Miami is primarily in Warren County, which is currently the 2nd fastest growing county in the state of Ohio. The high growth in student enrollment is expected to continue for Little Miami schools.

With property values increasing more rapidly than the district's State Foundation revenue, the burden of funding is expected to shift more toward the local taxpayer. Little Miami is collecting taxes at an effective rate of 20 mills, which is the floor. Due to the State Formula's "assumption" that the district is collecting 23 mills, the district receives

Charge-Off Supplement to help offset the millage difference in FY'08. This is the first year the district has received Charge-Off Supplement.

For the past 2 fiscal years (FY'06 and FY'07), the district has been on the "guarantee" in the state funding formula. This means that the district received no new state funding when new students were enrolled up to a certain number. However, the district is not expected to be on the "guarantee" in FY'08.

There is a great deal of uncertainty as to the future of public education funding levels in the state of Ohio. Again, Little Miami is heavily dependant on state funding, so the district will be strongly affected by state funding decisions. The state could change the entire funding formula with any new biennial budget. So, schools could be funded very differently come July 2009 (the beginning of the next biennial budget) than they are currently. The assumptions made with regard to state funding are to the best of the district's knowledge as of 5/15/08.

Again, it is very important to note that the projections in this 5 year forecast are based on **estimates and assumptions** that are made to the best of the district's knowledge as of 5/15/08. It is impossible to predict with certainty what the district's financial picture will look like 3-5 years out.

All of these factors will influence Little Miami's State Foundation revenue in the future. The district's State Foundation SF-3 form can be found on the ODE website.

OTHER REVENUES:

The district anticipates multiple sources of other revenue in this forecast. The first source comes from the state and is in the form of reimbursement for property tax exemptions and rollbacks. This includes the Homestead exemption and the 10% rollback and 2.5% rollback that local taxpayers receive as a "discount" on their property taxes that the state then picks up the tab and reimburses local school districts for this loss. This is anticipated to amount to approx. \$2.04 million in FY'08 and will grow as district property valuations grow (thus increasing the local taxpayers' discount and the subsequent reimbursement amount from the state). The next source of other revenues is from investment earnings. The district anticipates receiving investment earnings based upon the amount of cash the district has on hand over the next 5 years.

The last source of other revenue is in the form of an energy conservation loan that the district will use to construct and implement permanent improvements throughout the district. These proceeds have been received in FY'08 and must be spent within 3 years. These improvements include roof replacements, the implementation of new heating/cooling units, and replacement of windows in the district's older facilities at Butlerville, Morrow, Maineville, and Welch Road. These costs have been included as part of purchased services and will be spent within the required 3 year period. These improvements include roof, heating/cooling, and window replacements. Also, see the note and expense in the Purchased Services section of this forecast and assumptions.

EXPENDITURE ASSUMPTIONS

Little Miami Local School District has entered into a locally funded construction project after a \$62.5 million bond issue was passed in May 2006. This project includes a new Junior High School, new Intermediate School, additions to the existing High School, and renovations to other Elementary buildings within the district. The renovations are being phased in beginning in FY2008. The High School addition is expected to open in August 2008 (adding 64,499 sq. ft), while the new Junior High School (114,200 sq. ft) and Intermediate School (109,148 sq. ft) are expected to open in August 2009. These new buildings are expected to have an effect on the district's operating expenses beginning in FY2008 and beyond. These anticipated effects have been factored into this 5 year forecast.

WAGES:

The district employs 3 groups of employees; certified, classified, and exempted employees. The certified staff is represented by LMTA, the classified staff is represented by OASPE Local 516, and the exempted staff does not work with a labor union.

The certified staff's employment contract with the board of education runs through FY'09. The classified staff currently is working without a labor contract, and the exempted staff has salary schedules approved by the through FY'09. These

The LMTA contract calls for a 3% increase in FY'08 and a 4% increase in FY'09. Annual increases from FY'10 - FY'12 are assumed to be 1.5%. The OAPSE Local 516 has a contract that calls for a 2% base salary increase in FY'08. They are assumed to receive annual base salary increases of 1.5% for FY'09 – FY'12. The exempted employee salary schedules call for a 2% increase in FY'08 and a 3% increase in FY'09. They are also assumed to receive 1.5% increases for FY'10 – FY'12. In addition to these base salary increases, the district also pays step increases, which have been calculated at approximately 2.43% for FY'08.

The district is growing at a relatively rapid pace, increasing enrollment by between 4.67% and 7.53% over the past 6 years. Along with this growth comes a need for additional teaching, classroom, and administrative staff. In addition, the new facilities being added by the district will call for additional custodial and maintenance staff as well.

All of the above factors play into the anticipated wage increases in this 5 year forecast. The staffing additions/deletions assumptions included in this forecast are as follows:

Additions:

- 8 new teachers per year for FY'09 – FY'12
- 1 new grounds staff in FY'09 and 1 new in FY'10

- 3 new bus drivers per year for FY'08 – FY'12
- ½ new custodian for FY'09 and 10 new custodians for FY'10 with the addition of 223,348 square feet of new building space.
- 4 secretaries in FY'08
- 1.5 new classroom aides per year for FY'09 – FY'12

Subtractions:

- Part time curriculum coordinator to retire and not be replaced at the end of FY'09
- 1 Elementary School Principal to retire and not be replaced at the end of FY'08
- The Transportation Supervisor is anticipated to retire 12/31/08 and will not be replaced

FRINGE BENEFITS:

The two primary components of fringe benefits are medical insurance and retirement costs. The district provides full or partial coverage for medical, dental, vision, and life insurance.

STRS/SERS and Medicare costs are calculated as a flat percentage of wages. Medical insurance costs and increases vary year to year as a result of various factors (claims, changes in coverage, etc.).

Effective January 1, 2007, the certified staff changed insurance plans from a traditional fully insured plan to a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). This change has made a positive impact on lowering the district's health insurance premiums not only for 2007 but also for years to come.

The OAPSE Local 516 remains on a more traditional health plan. However, some changes in plan design have been made and began 1/1/08.

Also, as of 1/1/08, all exempted employees are currently on the HSA plan as well.

The district's medical insurance renews on January 1st each year. The 1/1/08 renewal included a 4.64% increase in medical insurance premiums. Going forward, the district is anticipating a 13% annual increase in medical insurance premiums for FY'09 – FY'12.

The LMTA contract includes Board contributions to the certified staff's Health Savings Accounts. These contributions are as follows:

Type	2007	2008	2009
Family	\$3,107	\$1,000	\$1,000
Single	\$2,200	\$700	\$700

These contributions have been factored into the total cost of health insurances in this forecast as well.

Per STRS/SERS guidelines, Little Miami pays 14% of each employee's wages into the applicable retirement system (STRS or SERS), and pays the employee share (10%) for some exempted employees as well. This percentage has been projected to remain the same for the upcoming years for purposes of this forecast. Medicare is calculated at 1.45% of wages and has been projected to continue at that rate. In addition, worker's compensation premiums have been estimated at 0.5% (.005) of wages.

PURCHASED SERVICES:

Purchased services include services such as utilities, repairs, tuition and many others. The district estimates spending \$3.30 million on purchased services in FY'08, \$3.35 million in FY'09, and \$3.87 million in FY'10. These estimates include annual increases of 3.5%.

As stated above, the district is in the process of adding 2 new buildings, adding on to the existing HS, and renovating parts of the remaining buildings. With these new additions, the district expects utility costs to increase as well. An additional \$120,000 has been added for the new HS addition, and \$400,000 has been added for the Junior High and Intermediate Schools.

Tuition is paid to other districts for LM students that desire to attend elsewhere through open enrollment or to Community Schools. Little Miami does not allow students to attend the district via open enrollment, and therefore, only loses revenues and does not gain them due to open enrollment. The district expects to pay out \$198K for open enrollment (approx. 35 kids) and \$576K (approx. 90 kids) for Community School tuition in FY'08. These items continue to grow annually and draw more dollars away from the district.

The district received an energy conservation loan in FY'08 to construct and implement permanent improvements throughout the district. These proceeds must be spent within 3 years. These improvements include roof replacements, the implementation of new heating/cooling units, and replacement of windows in the district's older facilities at Butlerville, Morrow, Maineville, and Welch Road. These costs have been included as part of purchased services and will be spent within the required 3 year period.

SUPPLIES & MATERIALS:

Supplies and materials include teacher resources, student supplies, maintenance supplies, fuel and many other items. Little Miami expects to spend approximately \$1 million in FY'08 and \$1.05 million in FY'09. The district expects spending to increase 5% per year through FY'12.

CAPITAL OUTLAY:

Capital outlay expenses include expenses for any item that has a useful life of 5 years or greater, including equipment, technology, school buses, etc. The district is required to spend a minimum amount on capital outlay each year. This minimum is calculated by ODE based on the requirements of S.B. 345. The minimum amount required for Little Miami for FY'08 is approximately \$550,000 and is expected to increase slightly each year going forward. If this amount is not met, the district carries either a balance or deficit from year to year. However, the district also has a Permanent Improvements Fund and anticipates that these amounts will be met and spent out of the P/I Fund rather than the General Fund. Therefore, these expenses are not included in this forecast as the forecast does not include P/I expenditures.

INTEREST AND FISCAL CHARGES:

Little Miami anticipates paying approximately \$79K in FY'08 related to borrowings for short term cash needs. The district anticipates these short term cash needs occurring in future years as well and has included interest charges for the relevant years. These borrowings will take place at current market interest rates at the time of the borrowing.

TRANSFERS/ADVANCES:

Transfers and advances are needed from time to time to cover any other funds that may have a cash need. These transfers and advances vary from year to year and each one is approved by the Board of Education.

ENCUMBRANCES:

These are outstanding purchase orders that have not been approved for payment as goods or services were not received in the fiscal year in which they were ordered. These items are expected to be paid in the next fiscal year.

ENDING UNENCUMBERED CASH BALANCE:

This amount must not go below \$-0- or the district General Fund will violate all Ohio Budgetary Laws. Any multi-year contract which is knowingly signed which will cause a negative unencumbered cash balance is a violation of 5705.412, ORC, punishable by personal liability of \$10,000.

FUTURE LEVIES:

Due to the negative effects of the state's biennial budget that went into effect in July 2007 as well the increases in enrollment and operating costs for the district, at the May 1, 2008 Board meeting, the Little Miami Board of Education approved a resolution to place an earnings tax operating levy on the November 2008 ballot. This levy is a 1% tax on the earned income of Little Miami School district residents.

According to the Ohio Department of Taxation, this levy would generate approximately \$6.3 million assuming 100% collection. For forecasting purposes, the district is projecting a 95% collection rate. Also, future revenue growth is projected at 8% per year due to growth in the number of residents and also growth in annual earnings of local residents.

ROLL CALL VOTE:

Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes

MOTION CARRIED.

Resolution 08-044 Donation

Mr. Cremeans moved and Mr. Stern seconded a motion to approve the donation agreement with the HiFive Company for the amount of \$200,000 over a period of ten years in the amount of \$20,000 per year.

ROLL CALL VOTE:

Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes

MOTION CARRIED.

Resolution 08-045 Business/Finance Plan for the Field Turf Project

Mrs. Grice moved and Mr. Cremeans seconded a motion to approve the following business and financial plan for the field turf project.

VISION

The *vision* of the **PantherTURF** Committee has been to provide the highest quality, all-weather playing field for use by the students and community of Little Miami Schools without the use of public funds such as taxes, bond issues or levies. All funds for the new field have, and will continue to come from voluntary participation of private sources such as the community at large and corporate sponsorships (refer brochure below). The *goal* of **PantherTURF** is to provide much broader access to a high quality playing field, alleviate crowding and enhance the spectator experience at **Little Miami High School Stadium**. The dramatic increase in field use is anticipated to be thirty-fold or higher with the new synthetic field!

SHORT TERM FINANCIAL OBJECTIVE

The short term financial objective of the Committee is to raise sufficient funds to fully amortize the cost of installing synthetic turf on the existing Little Miami High School football field without reliance on public funds such as taxes, bonds or levies. Those funds are comprised of:

Cash-in-Hand, and

Future Receivables (further described in the *Cashflow Spreadsheet* and in the Marketing Plan below)

The conservative projection of the cost of the new synthetic turf is \$720,000; the bank note will be amortized over ten years, and at the currently anticipated cost-of-funds, the annual payment will be \$90,000. The attached *Cashflow Spreadsheet* demonstrates that the payment will be supported.

Objective #1 Cash-in-Hand (on or before execution of the loan) of **\$90,000**

Objective #2 Future Receivables (in excess of cash-in-hand) of **\$931,500**
(1.15 recidivism* factor x 9 remaining years x \$90,000/year)

HOW HAS OBJECTIVE #1 BEEN ACCOMPLISHED?

The current Cash-in-Hand has been raised by **PantherTURF** in the following fashion and is further itemized in the *Cashflow Spreadsheet*:

- Major Corporate Sponsorship Initial Payment
- Minor Corporate Sponsorship Initial Payment
- 2008 Club Memberships
- Yard Line Sponsorships
- Little Miami Youth Football
- Little Miami Youth Soccer
- Little Miami Athletic Department
- Little Miami Band
- Miscellaneous Cash Donations
- Projected Income from New Field**

HOW WILL OBJECTIVE #2 BE ACCOMPLISHED?

Future receivables raised by **PantherTURF** will be handled in the following fashion and are further itemized in the *Cashflow Spreadsheet*:

- Major Corporate Sponsorship
- Minor Corporate Sponsorship(s)
- 2008, 2012 & 2016 Club Memberships,
- Yard Line Sponsorships
- Little Miami Youth Football
- Little Miami Youth Soccer
- Little Miami Athletic Department
- Little Miami Athletic Boosters
- Miscellaneous Cash Donations
- Projected Income from New Field**
- Projected Deferred Maintenance from New Field***

Notes:

* The *Rate of Recidivism* that can typically be expected of “peer-to-peer” capital efforts is very low, usually less than 5%. We have factored in a very conservative rate of 15%.

** *Projected Income from New Field* has been conservatively estimated by querying local school districts as to the amount of additional net income realized as a result of their new synthetic fields.

*** *Projected Deferred Maintenance from New Field* has been conservatively estimated by querying local school districts as to the amount of maintenance savings realized as a result of their new synthetic fields. These cost savings are real and as such full credit is deserved.

LONG TERM OBJECTIVES

The long term objective of the **PantherTURF** Committee is for this endeavor to serve as a catalyst for future private funding opportunities in conjunction with the **Little Miami School Foundation** to cover the cost of facility improvement projects for the students and community of Little Miami Schools by working so that no taxpayer dollars are needed.

Funding for these improvements will be controlled by the **Little Miami School Foundation** and might include improvements such as additional playing and performing fields/surfaces, field house, weight room, press boxes, dugouts, weight room, bleachers, locker room under bleachers, morrow gymnasium, I/S gym floor, more gyms, etc. Any private funds “earmarked” for certain improvements would flow through the Foundation but would, ostensibly, honor the wishes of the donors/sponsors.

PERSONNEL

The **PantherTURF** Committee and the Athletic Boosters consist of strong and leadership, deeply committed to the long-term educational and athletic success of the Little Miami School District. This group has joined together to solicit the commitments of a corporate sponsor, supporting groups, and local residents. They have worked closely with the Administration, Athletic Director, Coaches, Community Leaders, Corporate Leaders and Parents of the District and will not only continue their work in the future, but have, in concert with establishment of the Foundation, created a sustainable entity which will carry on well into the future.

Some of the individuals key to this effort are:

Corinne Curcio, *PantherTURF CoChair, Boosters President*

Mark Davis, *PantherTURF CoChair*

Bruce Mills, *Varsity Girls Soccer*

Lisa Western, *PantherTURF Treasurer*

BUSINESS RISKS

As with any non-profit capital effort, certain business risks apply. Factors such as sluggish economies, times of year and lack of continuity of leadership can influence whether or not contributing units (individuals, families, organizations, companies) honor their commitments. The Committee recognizes this concern and has built a “safety factor” into the future receivables itemized in the *Cashflow Spreadsheet*.

Each contributing unit has signed a Pledge Form promising to honor their commitment and the Major Corporate Sponsor will sign a “Naming Rights” contract with the district, each honoring its commitment. Each contributing unit has been contacted and will be contacted on a continuing basis relative to the status of their commitments. The **PantherTURF** Committee will then provide a periodic accounting to the School Board.

Additionally, the cashflow projections do not account for the rapid growth of the district and the potential number of additional contributing units that will certainly enter the district. Future receivables such as 2012 Club and 2016 Club for which no signed Pledge Cards exist will be a logical extension of the 2008 Club and will be administered by the Athletic Boosters and Little Miami School Foundation.

As a functional matter, the largest potential for failure in this effort would be due to a lack of current and future leadership. As regards the duration of **PantherTURF** to date, our results have far exceeded the efforts of other local districts...hopefully, a testament to its current leadership. As to future leadership, because the inertia has been overcome, the sustainable entities of the Boosters and Foundation will commit to further the effort.

MARKETING PLAN

From its inception, the plan to market **PantherTURF** consisted of a multi-pronged approach:

1. Needs assessment...does the school district have a real need...**Yes**;
2. Community leaders partner with School Administration on course of action;
3. Determine which other districts have recently accomplished this task and learn from them;
4. Create awareness of the effort...brand it as “**PantherTURF**”;
5. Start with small focus groups to further define the need and potential obstacles;
6. Broaden the scope of branding and awareness;
7. Create ownership and identify stakeholders in **PantherTURF**;
8. Produce brochures, e-mail lists, phone number lists & web site;
9. Start advertising at LMHS v Kings football game, make peer-to-peer phone calls and visits, place automated phone calls, send e-mails, place posters in the schools, generate press coverage;
10. Begin collecting donations and pledges;
11. **PantherTURF**, the Event, featuring all stakeholders and Anthony & Michael Munoz;
12. Ramp up advertising, press coverage, phone calls & e-mails;
13. Present to Little Miami School Board and solicit feedback;
14. Solicit corporate sponsorship;

15. Assist in determining specifications for the new field while awaiting decision from Board;
16.

Corporate (Naming Rights) Sponsor

HiFive Development Services, Inc.
 Mark Davis, *President*

Minor Corporate Sponsors

LT Enterprises
 CarStar
 Martin H/A
 Mills Window Cleaning

Other Corporate Sponsorship opportunities/possibilities - local businesses such as banks, Kroger, CVS, Walgreens, Wal-Mart, Putter's, Toot's, Sumco, Bowling Carpet, Deerfield Construction (Steve Bitzer), Ernst Gravel & Concrete, Rausch Excavating, Bishop's Oil, Lykins Oil, Oeder's Gravel, Charles Hamilton, either already have or will be approached.

2008, 2012 & 2016 Club Sponsors

Each sponsor contributes \$2008, \$2012 or \$2016 in a lump sum or over four years and will be recognized on a sign at the entrance to the field.

Community Youth Organizations

Little Miami Athletic Boosters	(\$10,000/year starting 2009)
Little Miami Youth Football	(\$7,500/year)
Little Miami Youth Soccer	(\$6,000/year)
Little Miami Athletic Department	(\$5,000/year)

Advertising Opportunities

(costs to be determined)

Brick Sponsor
 Hash Mark Sponsor
 1, 5 & 10 Yard Line Sponsors
 Scoreboard Sponsor
 Concession Building Sponsor
 Fence Signage Sponsor

CONTINGENCY PLAN

The primary contingency is to raise cash in excess of each subsequent annual payment obligation, thereby creating a cushion for following years.

The secondary contingency will be to ramp up efforts to follow through on current obligations, secure new pledges and corporate sponsors.

In the unlikely circumstance that further contingency is required, the Committee will rely on Athletic Booster funding to make up any shortfall. The Athletic Boosters recorded revenues of approximately \$41,000 in calendar year 2007.

In the event that fundraising efforts of the Committee do not provide the needed cash to cover the payments for the synthetic turf, then the Board of Education will assume decision making authority for the revenues of the Athletic Boosters and allocate these revenues to **PantherTURF** so that no taxpayer dollars will be spent.

MOVING FORWARD

Everything is now in place for a successful project, and although the Committee has continued to solicit funds, we await the formal decision of the Board to move forward with renewed vigor. Once approval is granted, the Committee will push ahead with the current stakeholders and partner with the school to solicit new donors and sponsors.

The anticipated dedication of the new synthetic turf is “**Meet the Fall Teams**” night, August 14, 2008. Assuming successful execution of the Naming Rights Agreement, the new synthetic turf field will be known as “**HiFive Field**”. There is still much work to do regarding press coverage, signage improvements and scheduling of special guests to make that event a reality.

PantherTURF is an incredible gift from the community of the Little Miami School District and for that the Committee is grateful beyond words!

ROLL CALL VOTE:

Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes

MOTION CARRIED.

Resolution 08-046 Authorizing Issuance of Not to Exceed \$6,000,000 of Bond Anticipation Notes After Submission to Electors

Mrs. Dunbar moved and Mr. Cremeans seconded a motion to approve the following resolution:

WHEREAS, pursuant to a resolution heretofore duly adopted by this board of education, an election was held on May 2, 2006 upon the question of issuing bonds in the sum of \$62,500,000 for the permanent improvements hereinafter described and of

levying a tax outside of the ten-mill limitation to pay the principal of and interest on such bonds, of which election due notice was given according to law and at which election more than a majority of the electors voting on said proposition voted in favor thereof; and

WHEREAS, the fiscal officer of this school district has heretofore certified to this board of education the estimated life of the permanent improvements hereinafter described as exceeding five (5) years and has further certified the weighted average maximum maturity of said bonds as twenty-eight (28) years; and

WHEREAS, this board of education previously issued its \$56,249,938.15 School Improvement Unlimited Tax General Obligation Bonds, Series 2006, dated as of June 29, 2006 (the "2006 Bonds") in order to get the various projects underway; and

WHEREAS, this board of education previously issued the remaining \$6,250,000 principal amount of bonds authorized by the voters in the form of bond anticipation notes; and

WHEREAS, said notes in the principal amount of \$6,250,000 are about to mature and should be renewed in the reduced principal amount of not to exceed \$6,000,000;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Little Miami Local School District, Warren and Clermont, Ohio:

SECTION 1. That it is necessary to issue and sell bonds of this board of education in a principal sum of not to exceed \$6,000,000 for the purpose of new construction, improvements, renovations and additions to school facilities, the acquisition of real property, providing equipment, furnishings, transportation equipment, communication technology improvements and site improvements therefore, including "financing costs" as defined in Section 133.01 of the Ohio Revised Code, under authority of and pursuant to the general laws of the State of Ohio, particularly Chapter 133 of the Ohio Revised Code.

SECTION 2. That bonds of this board of education shall be issued in said principal sum of not to exceed \$6,000,000 for the above-described permanent improvements under authority of the general laws of the State of Ohio, particularly the Uniform Public Securities Law of the Ohio Revised Code. Said bonds shall be dated approximately June 1, 2009, shall bear interest at a rate now estimated at five per centum (5%) per annum, and shall mature in substantially equal semiannual or annual installments over a period not exceeding twenty-eight (28) years after their issuance.

SECTION 3. That notes of this board of education shall be issued in anticipation of the issuance of said bonds in the principal sum of not to exceed \$6,000,000, which does not exceed the amount of the bonds remaining to be issued for the purpose aforesaid, under authority of the general laws of the State of Ohio, particularly the Uniform Public Securities Law of the Ohio Revised Code. Said notes shall be dated the date of issuance, shall bear interest at a rate of interest not to exceed five percent (5%) per annum as determined by the treasurer after negotiation (as evidenced by his execution of the notes) and without further action by this board of education, payable at maturity, and

shall mature not later than twelve (12) months after the date of issuance. The notes shall be of such number and denomination as may be requested by the purchaser thereof, provided that the minimum denomination of the notes is \$100,000.

SECTION 4. That said notes shall specify on their faces the purpose for which they are issued and that they are issued in pursuance of this resolution and under authority of the general laws of the State of Ohio, particularly the Uniform Public Securities Law of the Ohio Revised Code. The notes shall be signed by the president and treasurer of this board of education, shall be designated "School Improvement Unlimited Tax General Obligation Bond Anticipation Notes, Series 2008", and shall be payable at such bank or trust company as is designated by the treasurer of this board of education.

The treasurer of the board of education is hereby authorized, if he determines that it would be in the best interest of the board of education, to issue the notes on a "book-entry-only" basis and to execute and deliver a letter of representation to The Depository Trust Company on behalf of the board of education in connection therewith.

SECTION 5. That said notes shall be sold to Fifth Third Securities, Inc., Cincinnati, Ohio (the "Underwriters"), in accordance with its offer to purchase. The treasurer is hereby authorized to execute a contract of purchase with the Underwriters. The proceeds from the sale of said notes, except the premium and accrued interest, shall be used for the purpose aforesaid and for no other purpose; and any premium or accrued interest shall be transferred to the bond retirement fund to be applied to the payment of the principal of and interest on said notes in the manner provided by law.

SECTION 6. That said notes shall be the full general obligation of this board of education, and the full faith, credit and revenue of this board of education are hereby irrevocably pledged for the prompt payment of the principal and interest at maturity. The par or discounted value to be received from the sale of the bonds anticipated by said notes and any excess funds resulting from the issuance of said notes, shall, to the extent necessary, be used only for the retirement of said notes at maturity, together with interest thereon, and are hereby pledged for such purpose.

SECTION 7. That for the purposes of providing the necessary funds to pay the interest on and to retire said notes promptly when and as the same fall due, during the year or years while such notes run, there shall be levied on all taxable property in this school district in addition to all other taxes, a direct tax annually not less than that which would have been levied if bonds had been issued without the prior issue of said notes.

That said tax shall be and is hereby ordered computed, certified, levied and extended upon the tax duplicate and collected by the same officers in the same manner and at the same time that taxes for general purposes for each of said years are certified, extended and collected. Said tax shall be placed before and in preference to all other items and for the full amount thereof. The funds derived from said tax levies hereby required shall be placed in a separate and distinct fund, which shall be irrevocably pledged for the payment of the interest on and principal of said notes, or the bonds in anticipation of which said notes are issued, when and as the same fall due.

SECTION 8. That this board of education, for and on behalf of the Little Miami Local School District, hereby covenants that it will restrict the use of the proceeds of the notes hereby authorized in such manner and to such extent, if any, and take such other action as may be necessary, after taking into account reasonable expectations at the time the debt is incurred, so that they will not constitute obligation the interest on which is subject to federal income taxation or "arbitrage bonds" under Sections 103(b)(2) and 148 of the Internal Revenue Code of 1986, as amended (the "Code"), and the regulations prescribed thereunder. The treasurer, or any other officer having responsibility with respect to the issuance of the notes, is authorized and directed to give an appropriate certificate on behalf of the school district, on the date of delivery of the notes, for inclusion in the transcript of proceedings, setting forth the facts, estimates and circumstances and reasonable expectations pertaining to the use of the proceeds thereof and the provisions of said Sections 103(b) (2) and 148 and regulations thereunder. The notes are "qualified tax-exempt obligations" for the purposes set forth in Section 265(b) (3) of the Code.

SECTION 9. That it is hereby determined that all acts, conditions and things necessary to be done precedent to and in the issuance of said notes in order to make the same legal, valid and binding general obligation of this board of education, have been done, have happened and have been performed in regular and due form as required by law, and that the said issue of the notes and the tax for the payment of the principal and interest as the same fall due and are payable do not exceed any limitations in indebtedness or taxation as fixed by law.

SECTION 10. That the treasurer of this board of education be and is hereby directed to forward a certified copy of this resolution to the County Auditor of each county in which this school district is located, as required by law.

SECTION 11. That it is found and determined that all formal actions of this board of education concerning and relating to the adoption of this resolution were adopted in an open meeting of this board of education, and that all deliberations of this board of education and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all the law.

ROLL CALL VOTE:

Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes

MOTION CARRIED.

Resolution 08-047 Personnel

Mrs. Grice moved and Mr. Cremeans seconded a motion to approve the following personnel issues as submitted for the 2008-2009 school year. Employment is contingent upon the school system receiving the results of the mandated criminal records

background check as required by O.R.C. 3319.311 which indicates that no conviction or pleas of guilty were entered into by any persons being employed:

Administrative Resignations

Patrick Dubbs – resigns as Director of Administrative Services effective 07/31/2008.

Certified Personnel – Retirements

Barbara Barnhill—for the purpose of retirement effective 07/01/2008

Administrative Employment

Greg Power—accept his resignation as high school assistant principal and employ as Director of Administrative Services effective August 1, 2008 on a two year contract for 225 days per year at step 1 of the appropriate salary schedule as listed in the exempted employee handbook and all other benefits as defined in the exempted employee handbook.

Bill Sears—employ as Director of Curriculum effective August 1, 2008 on a three year contract for 210 days per year at step 10 of the appropriate salary schedule in the exempted employee handbook and all other benefits as defined in the exempted employee handbook.

Pam Coates—employ as the Title IX officer for the Little Miami Local School District effective August 1, 2008.

Mr. Greg Power, Mr. Bill Sears and Mrs. Pam Coates—be granted an additional ten (10) days of extended service for the 2007-2008 school year at a per diem rate of pay.

Morrow Elementary Principal

Mr. Scott Counts—employ as Principal at Morrow Elementary School effective August 1, 2008 on a two year contract for 225 days per year at step 3 of the administrative M +20 salary schedule for elementary principal and all other benefits as defined in the exempted employee handbook.

Mr. Scott Counts—an additional ten (10) days of extended service for the month of July at a per diem rate of pay.

Certified Personnel - Employment

Courtney Balser—Kindergarten Teacher at the Kindergarten Annex at step B-3

Mindy Lohrey—1st Grade at Maineville Elementary at step M-1

Sandra Wozniak—3rd Grade at Maineville Elementary at step B-1

Julie Siekman—2nd Grade at Maineville Elementary at step B-1

Kimberly Stanoch—Preschool Teacher at the Kindergarten Annex at step B-1

Allison Doolittle—Special Education Teacher at Morrow Elementary at step B-1

Tiffany Lusby—High School Science at step B-1

Chris Temar—High School Math at step B-1

Erika Ferguson—1st Grade at Maineville Elementary at step B-2

Margaret Zielaski—2nd Grade at Maineville Elementary at step B-1

Summer School Teachers - Employment

Kim Koterba—Summer School Physical Education class June 2 – 17, 2008 at \$25.00 per hour

Jeff Peters—Tech Support and student registration/assistance June 2 – 20, 2008 at \$20.00 per hour

Deanna Skapiak—Math and Science Support June 2 – 20, 2008 at \$20.00 per hour

Renée Stephens—Grades 5-6 July 28– August 15, 2008 at \$20.00 per hour

Cory Taylor—Grade 4 July 28 – August 15, 2008 at \$20.00 per hour

Sue Wright—Grades 2-3 July 28 – August 15, 2008 at \$20.00 per hour

Holly DeMint—Grades K-1 July 28 – August 15, 2008 at \$20.00 per hour

Erika Berner—Grade 7 July 28 – August 15, 2008 at \$20.00 per hour

Judy Todia—Elementary Reading Intervention July 28-August 15, 2008 at \$20.00 per hour

Classified Personnel - Employment

Lisa Landis—7 hour cook at the Junior High School effective 04/21/2008

Gina Sievers—3 hour cook at the Junior High School combined with bus route #57 effective 04/21/2008

Kim Byrd—bus driver route #13 for 4.5 hours per day effective 04/14/2008

Phyllis Fannin—standby bus driver 6 hours per day effective 04/14/2008

Tammy Powell—bus aide 3.2 hours per day 4 days/week effective 04/14/2008

Classified Personnel – Resignations/Retirements

Jamie Lynch—resigns as substitute bus driver effective 05/16/2008

Denise Mann—resigns as bus driver effective 05/09/2008

James Slusher—resigns for the purpose of retirement effective 05/07/2008

Nora Nelson—resigns for the purpose of retirement effective 06/02/2008

Darnell Davidson—resigns for the purpose of retirement effective 06/30/2008

Francia Nahrup—resigns from Maineville Kindergarten Route effective 04/30/2008

Gina Sievers—terminated as of 05/02/2008

Classified Personnel – Substitute Employment

Mary Jo Hoskins—substitute bus driver effective 04/17/2008

Classified Personnel – Leave of Absence

Pamela Meyer-- bus driver-- requests a two-year medical leave of absence

Supplemental Contracts – Employment/Resignations

All available supplemental contract positions have been offered and advertised and that no qualified licensed individual has accepted the position or that a person holding a license is not qualified to serve in the designated position and the position may be offered to a non-licensed person.

Ashlee Durham—employ as 7th grade cheerleading coach for the 2008-2009 school year

Kasey Cole—resigns as National Honor Society Advisor for the 2008-2009 school year

Mark Short—resigns as Girls Varsity Basketball Coach effective at the end of the 2007-2008 school year

ROLL CALL VOTE:

Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes

MOTION CARRIED.

Summer School Teacher

Mike Frith—employ as Summer School Physical Education teacher at \$25.00 per hour

ROLL CALL VOTE:

Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Abstain
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes

MOTION CARRIED.

Resolution 08-48 Membership in Ohio High School Athletic Association

Mr. Stern moved and Mrs. Dunbar seconded a motion accept the following resolution:

WHEREAS, the Little Miami Local School District of 5819 Morrow Rossburg Road, Morrow, Ohio 45152, Warren County, Ohio has satisfied all the requirements for membership in the Ohio High School Athletic Association, a voluntary not for profit association; and,

WHEREAS, the Board of Education/Governing Board and its Administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION/GOVERNING BOARD that all schools listed, Little Miami High School and Little Miami Junior High School, shall be members of the OHSAA and that the Constitution, Bylaws and Sports Regulations of the OHSAA shall be approved and

adopted by this Board of Education for its own minimum student eligibility standards. The Board of Education/Governing Board reserves the right to raise the eligibility standards as the Board deems appropriate.

BE IT FURTHER RESOLVED that the schools under this Board's jurisdiction agree to conduct their athletic programs in accordance with the Constitution, Bylaws, Regulations, Interpretations and decisions of the OHSAA. Furthermore, the schools under this Board's jurisdiction agree to be primary enforcers of the Constitution, Bylaws and Sports Regulations and their interpretations.

ROLL CALL VOTE:

Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes

MOTION CARRIED.

Resolution 08-049 Preschool Parent and Student Handbook

Mrs. Grice moved and Mr. Stern seconded a motion to adopt the preschool parent and student handbook as submitted.

ROLL CALL VOTE:

Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes

MOTION CARRIED.

New Business

Mrs. Grice gave the Warren County Career Center Report.

Information Items

A special board meeting will be held on May 29, 2008 at 7:00 p.m. in the Little Miami High School Media Center.

Community Comments

Mr. Bill Maynor, community member, spoke to the Board of Education.

Executive Session

Mr. Cremeans moved and Mrs. Grice seconded a motion to enter executive session for the purpose of discussing employment of public employees, negotiations and legal issues.

ROLL CALL VOTE:

Mrs. Dunbar	Yes
Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes

MOTION CARRIED.

The Board entered executive session at 8:47 p.m.

Return to Regular Session

Mrs. Grice moved and Mrs. Dunbar seconded a motion to return to regular session.

ROLL CALL VOTE:

Mrs. Hamburg	Yes
Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes

MOTION CARRIED.

The Board returned to regular session at 9:35 p.m.

Adjournment

Mr. Cremeans moved and Mr. Stern seconded a motion to adjourn the meeting.

ROLL CALL VOTE:

Mrs. Grice	Yes
Mr. Cremeans	Yes
Mr. Stern	Yes
Mrs. Dunbar	Yes
Mrs. Hamburg	Yes

MOTION CARRIED.

The meeting adjourned at 9:36 p.m.

Mary Beth Hamburg, President

Shaun Bevan, Treasurer