



REGULAR BOARD MEETING

City Council Chambers

14400 Dix Toledo, Southgate, MI 48195

**BOARD OF
EDUCATION**

PRESIDENT
REBECCA REED

DATE: April 5, 2016

VICE PRESIDENT
PAUL C. KNOTT

TIME: 7:00 P.M.

SECRETARY
DR. DARLENE L. POMPONIO

BOARD MEMBERS PRESENT: Craig, Freitas, Hayhurst, Knott
Kremer, Pomponio, Reed

BOARD MEMBERS EXCUSED:

TREASURER
W. KIRK HAYHURST

ADMINISTRATION PRESENT: Hainrihar, McLachlan, Pastor

TRUSTEES
JASON CRAIG
NEIL J. FREITAS
MARK KREMER

ADMINISTRATION EXCUSED:

The pledge of allegiance was recited.
The District Mission and Vision Statements were read.

REVISIONS/APPROVAL OF AGENDA

ADMINISTRATION

SUPERINTENDENT
LESLIE HAINRIHAR

2015/16-110 Mr. Hayhurst made a motion to add Action Item #2
To Censure Vice President Paul Knott of the Southgate
Community School Board for his outrageous and
inappropriate behavior during the Work Session portion of
this Board's, March 15, 2016 meeting; specifically for his
use of obscene and abusive language openly during the course
of a public meeting.

Motion died for lack of support.

BUSINESS AND FINANCE

DIRECTOR
THERESA MCLACHLAN, C.P.A.

CURRICULUM/FEDERAL
PROGRAMS DIRECTOR
JILL PASTOR

2015/16-111 Mr. Hayhurst made a motion to add Action Item #3 to
censure President Rebecca Reed of the Southgate Community
School Board for her outrageous and inappropriate behavior during
the Work Session portion of this Board's, March 15, 2016 meeting;
Specifically for the public and personal insults she directed at the
District's Administration and at least one Board Member and her
gross negligence in managing this meeting by allowing members of
the audience to openly insult and threaten both the administration and
members of this board during the course of a public meeting.

Motion died for lack of support.

HUMAN RESOURCES
DIRECTOR
MARY HILDEBRANDT

2015/16-112 A motion was made by Dr. Pomponio, supported by Mr. Knott to approve the April 5, 2016 regular board meeting agenda.

YES: Craig, Freitas, Hayhurst, Knott, Kremer, Pomponio, Reed
NO:

CITIZEN'S COMMENTS ON DISCUSSION OR ACTION ITEMS

None

ATTENTION TO STUDENT GOVERNMENT REPRESENTATIVES

Anderson High School Representatives-Josh Staten updated the board on the first annual Titan Color Run will be held the weekend before Homecoming this fall. There are only 1000 spots available, all proceeds will go to offsetting prom costs for the Class of 2018. For the very first time the Varsity Winter Guard won 1st Place at States. Prom tickets for this year are sold out. Jim's Tuxedos has rentals starting at \$49.95.

Colin Hall gave the board an update on AHS schedules: Class meetings will take place tomorrow in 2nd, 3rd and 5th hours. Monday April 11 is a half day for all students. Freshman will be taking the PSAT and Junior's will be taking SAT on Tuesday April 12. Sophomores will be taking PSAT and Junior's will be taking the M-Step on Wednesday April 13. Seniors do not have school on either day. NHS will be taking a trip to Boston. The Hideaway is taking applications for store managers. April 8th is the deadline. Current Juniors who have taken Marketing or Entrepreneurship may apply. Southgate JROTC will host the April Spring Athletic Competition later this month. 10 schools from downriver and Detroit will participate.

Ms. Reed conveyed a message to the board from a student that is a member of the Winter Guard and the valuable lessons she has learned from her coaches and her participation in this program.

PRESENTATIONS

New Staff Introductions-Human Resources Director, Mary Hildebrandt introduced new employees: Emily Cywinski-AHS Resource Room Teacher, Amanda Morris-Beacon Lower Secondary Math Teacher, Allyson Romanowski-AHS English Teacher and Jennifer Vettraino-Beacon Physical Education Teacher. Those new teachers present were greeted by each board member and administration.

Elementary School Improvement Plan-School Improvement Team members; Allyson Hanna, Shannon Plocharczyk, Ali Kopp, Melissa Kochanoski and Scott Piestrak presented the board with the annual update on elementary goals, progress toward goals and evidence of progress.

The Goals: Increased Student Engagement and Higher Order Thinking Skills continue to be elementary goals. These goals have not changed from last year. This is very important as the continued focus on these same goals will allow us to exceed them.

Progress toward the Goals: Total Participation Techniques makes every student an active learner and engages the students and helps us use the Higher Order Thinking Skills in K thru 5. The same techniques can be used for each grade level. Strategic Intervention Solution is our Math Professional Development which is going on the third year for training. The strategies allow the students to be more engaged.

Evidence of Goals: Continue to improve aligning our learning targets and objective to an appropriate state standard. Increased instructional strategies that are more varied and that are more student-centered. Elementary Classrooms have improved in making learning targets evident to students. The students are well aware of what their learning targets are and made improvements in making the learning targets evident to the students. They know why they are learning what they are learning. We are meeting all of our learners. We have remained fairly steady in the desired balance between compliance and engagement. We have shown gains in instructional strategies that require a higher level of thinking. We have maintained high levels of classroom factors that contribute to positive student learning.

Changes for 16-17: Continue district wide collaboration of Professional Development resources and instructional practices. Continue to evaluate data and use it to guide instruction. See where we are doing well and where we need improvement.

Success Stories: Extended Learning Beyond the Classroom-these initiatives and events are sponsored and executed by teaching staff. Some take place during the day, others at night. All are fun filled family events that are centered around curriculum based learning. The turn outs have been great, feedback has been awesome and many are featured on the Superintendents Facebook Page. Events include; Math Night, Stories Scissors and Scoops, Music Concerts, Art Show, Writing Night, Field Trips, DIA Away, and Science Alive to name a few.

The PTO Sponsored Events; Harvest Fest, Santa Shop, Bingo for Books, Carnival, Color Run, Ice Cream Socials, Dances, Bowling Night and Movie Night. Not only do PTO's extensively fund raise to assist buildings with supplies and events, they host these events which help develop a family atmosphere and build the home to school connection in all of our buildings. The support from all staff, custodial, secretaries, administration help to build Titan Pride. Creating children that love to come to school equals positive behavior, increased learning, which increases parental support bringing everything full circle. We are very proud to offer this in all of our elementary schools.

The School Improvement Team concluded by mentioning that there is huge momentum moving us toward a bright future. It is an exciting time. We need to continue focused efforts in Elementary. The elementary staff is resilient, enthusiastic, are willing to improve themselves with training-not staying stagnant. Streamlining is important, if there our policy or practices that are spinning our wheels and not directly related to student achievement it needs to go by the wayside.

The Team thanked everyone for their support and look forward to working together to make Southgate Schools the Best Choice for Students and Parents.

Mr. Knott inquired about the Transitional Kindergarten. Ms. Kochanoski stated it has been a learning experience and those TK students will be so much better prepared for kindergarten in the fall. Mr. Knott thanked the FIT team for pushing for that program.

Dr. Pomponio thanked the team for their dedication. She asked if they have always been collaborative within the buildings or has this just been recent they have worked together on the collaboration component. The team said at the elementary level they have always had a collaborative relationship and work well bouncing things off of each other. Emails, phone calls keep them in touch with each other.

Dr. Pomponio asked if Science Alive was at the Science Center. The team said this is a group that has exotic animals that are brought into the classroom and discussed the animals, their habitats and eating habits. The students were able to touch the animals. Dr. Pomponio asked if this fits into the varied strategies and wondered if they did visual kinesthetic strategies. Ms. Kochanoski stated that occurs in her class frequently.

Mr. Freitas commented that Parent Workshops should also be included in the success stories; he has attended many workshops and said it goes above and beyond the classroom. The workshops help explain what goes on in the classroom; shares the common language with the parents so they can help their students at home. Explains why they are studying it and different strategies that can be used at home shows how far above and beyond the teaching staff goes to help parents. By doing this it educates the parents, gets them in the building so they can see what is going on. The Team added new things to the Success Story List so it was somewhat fresh this year and not all of the same things from last year.

Mr. Freitas also complimented the PBIS program that uses the same language for all of our children in all of the elementary buildings and once we move it into DMS it will be very helpful for everyone. The Team commented that the students know, even in the younger grades, what the three B's are; Be responsible, Be respectful, Be safe. Students not only can identify the wrong behavior, but know which "B" is not being followed.

Mr. Freitas commented on the streamlining of processes that may be redundant. The Team commented the process would be reviewed by the School Improvement Team to determine if processes should be eliminated due to redundancy. Ms. Hainrihar added that in terms of "lesson plans", there were multiple places these needed to be turned in. We are seeking one platform for lesson plans to be turned in to so we are not duplicating unnecessarily.

Ms. Reed stated this is the highlight of her year and thanked the group for coming and making their presentation. She commented that elementary imprints on kids and her own kids have great memories that began with their elementary experience.

Transportation Review-Austin Arksey-CEO Trinity Transportation and David Holls-Regional Operations Manager gave the board an update on Trinity's partnership with the Southgate Community School District.

Southgate Schools has budgeted \$762,000 for 2015/16 pupil transportation, and Trinity expects to finish the year within that budget. This is \$230,000 less than Southgate spent for the same pupil transportation in 2011/12, before contracting out pupil transportation.

Southgate contracted with Trinity to provide special education bus service and athletics transportation starting with the 2013/14 school year.

Trinity purchased the Southgate school bus fleet for \$500,000; affording Southgate Community Schools the opportunity to put those funds back in to the budget. At that time the fleet of 25 buses that Trinity purchased had an average age of 9.92 years old.

Trinity has modernized the school bus fleet that is used to transport Southgate students, and is pleased to report the fleet age now averages 5 years old, with buses as new as 2016 on the roads in this district.

For 2015, Trinity buses serving Southgate Schools once again passed the Michigan State Police Inspection with 100% pass rate and the district was awarded a certificate of excellence by MSP.

Trinity hired many drivers and aides that were former Southgate employees, and placed them on Trinity's wage scaled based on the number of years they were with Southgate Schools. Some person have retired, however many of those drivers and aides are still driving Southgate students.

Trinity had a very smooth year with an easy startup. They were able to add three athletics shuttles at no cost, combining those shuttles with daily bus routes the district already was paying for, saving the district several thousands of dollars in athletics transportation costs.

Mr. Knott commented on the concerns the district had for our employees when cutting busing in the district and the fact Trinity picked them up was a huge thing for us. Mr. Knott asked about some of our athletic transportation issues. Mr. Arksey stated that Trinity was able to assist with and cut costs for athletic transportation by running a school to school shuttle. Mr. Knott complimented Trinity on how quickly they address issues within our district, being very responsive and caring and we are grateful.

Ms. Reed commented on the reduction of the minimum hours for bus use from a 4 hour to a two hour minimum and thanked Trinity for their support and integrity when we brought this to their attention and they worked with the district to resolve it.

Ms. McLachlan recognized Mr. Tracy Akers from Trinity who has been promoted to Executive Vice President of Trinity Transportation.

COMMITTEE REPORTS

Anti-Bullying- Dr. Pomponio talked about starting groups at DMS and has spoken with Ruth Bruton about this. Ms. Reed inquired about bullying reports and the collection of the data. Dr. Pomponio said the reports were requested monthly; initially the request was for annual reports and then quarterly reports were requested. She did not have a current monthly report. April 21 at noon is the next meeting.

Communication/Parent Engagement-Ms. Reed said she enjoyed the parent swap that was put together for prom dresses. Parents were able to get together and swap old homecoming and prom dresses. She said in a future meeting there will be a re-cap of the tardy sweep policy and where we are at with that and if we are seeing tangible evidence. A date for that is pending and will be announced in the future.

Curriculum-Dr. Pomponio said this meeting was rescheduled for April 21.

Policy-Dr. Pomponio said they are reviewing the policies section by section; what annual reporting is, what the roles are. It's all pretty new as the policies have been recently updated, it's a learning process. Next meeting; April 21 at 10:00 a.m.

Finance-Mr. Hayhurst stated the meetings are officially moved to the middle of the month from the first of the month. One item currently being worked on with the finance committee is; we are waiting for the courts to finish a quite title process for the Reeck Rd. Property.

All of these committees hold open meetings at Southgate's board offices. Dates of meetings, committee members, agendas and minutes are posted on the web page.

DISCUSSION

Finance- Ms. McLachlan gave the board a report of the highlights from the governors 16/17 budget in February, and reviewed the house and senates versions of their 16/17 budget. Some of those highlights: House and Senate agreed with the governor's increase of \$60 to \$120 per pupil foundation allowance. The senate did not agree with the governor's proposal of \$72 million for DPS from the tobacco settlement fund, the house did agree with the governor. The blended FTE-our state aid the governor proposed changing the waiting to 50% of the prior February count and 50% of the current October count. The House proposed changing the waiting to 15% of the prior October count and 85% of the current October count. The senate proposed changing the waiting to 25% of the prior February count and 75% of the current October count. All agreed the At Risk Funding will continue at the 15/16 allocation.

The governor proposed to delete the days and hours of instruction reporting and replace it with certification to the MDE that the district is in compliance or reports each instance of non-compliance. The House and Senate agreed. State wide school water testing; the governor included a new categorical for \$9 million over three years to test for lead. The House and Senate did not include that in their proposals. For educator and administrator evaluations the governor proposed \$10 million to assist the evaluation and implementation training. The House and Senate did not include that in their proposal. For first robotics the governor proposed a \$500,000 increase in the allocation, the House proposed maintaining it at its current level and the Senate agreed with the governor.

Currently we receive money for our financial data analysis tool, which is Munetrix on our website, the governor proposed maintaining the current funding for reimbursement. The House concurred with the governor the Senate concurs but they want it on a two-step level. Ms. McLachlan said this is still the very beginning of the process; we still have a couple of months to go. The May consensus revenue estimating conference and then by the second week of June there should be an agreed upon budget.

Dr. Pomponio asked about the state water testing and the results of our recent testing. Ms. Hainrihar stated all of our buildings were fine, one building needed additional testing but we do not have the results on that at this time.

Ms. Reed confirmed this was for the second flush test.

Curriculum-Ms. Pastor informed the board and superintendent about the Assessment Integrity Guide. This is a responsibility of hers as the district's Assessment Coordinator. This document changes some of the procedures, such as seating chart requirements. MDE has decided through feedback that seating charts are not required but highly recommended. March 21 the House Budget Sub Committee amended the MDE budget to discontinue M-Step and redirected those funds to purchase a yet-to-be-determined computer adapted interim solution for the state assessment. The bill also eliminated funding of the SAT. The budget process is relatively long and has many steps; Ms. Pastor wanted to make the board aware the intention, at this point, is to eliminate M-Step.

This year's M-Step was modified in response to the concerns of the length of testing. So the testing time has been reduced 2.5 hours in grades, 3, 4, 6 and 7. Eight hours in grade 11. MDE informed the district the Office of Standards and Assessment will be visiting Grogan during the M-Step.

Dr. Pomponio asked about the safety precautions for the internet so it doesn't go down during M-Step online testing. Ms. Pastor stated the Director of Technology informed her that the Tech department has tested the system and has devices in place to allow students to continue their test and save their answers.

Mr. Freitas asked about the reduction in testing times. Ms. Pastor said most students are testing for 6 to 8 hours over the course of a couple of weeks.

Ms. Reed said she, Mr. Knott, Mr. Kremer and Ms. Hainrihar went to a training regarding how to do the new evaluation standards. At this training there was discussion about the Senate Education Committee and it is remarkable about how the educators say they want to streamline and only do what is educational and the group that is deciding this she thinks flip coins. They give us huge tasks to do and then make it as hard as possible to do them while still maintaining achievement. Ms. Reed said it is worthwhile for anyone to look up the decisions made by the Senate Education Committee and how they come to these finalizations and standards and how surprised you would be and how eye opening it is. It's very cumbersome.

Ms. Pastor said she has been pushing back to the OSA and the BAA and feels that has something to do with the MDE visiting Grogan during the M-Step.

Mr. Hayhurst added that he has taken the opportunity to look at the Senate Education Committee and by and large his experience with the background of those members, very few of them have ever served on a school board. A few years back the leader of that committee was a newly elected senator who had only been in Lansing 17 months and had never served on a school board, but was in charge of making decisions that direct our school district.

Ms. Reed said the membership can change almost daily.

Superintendent-Ms. Hainrihar had good news to share with the board regarding our Spring and Fall counts. In K-12 we increased by 5 FTE's which equates to approximately 5 students. This is the first time in a while we have shown a gain from Fall to Spring. Private/Non Public we were down 1 FTE, which is still within the stable range. Beacon we are down 6 FTE's which is normal. Some of those students either attained their goals at Beacon or are not making progress and were IEP'd back to their home districts. The Transitions Program is up 2.5 FTE's which shows a lot of stability there. The loss that occurred between Fall and Spring is at Asher, we are down 65 FTE's. This does not mean 65 students as many of them are part time students. It is typical from first to second semester. We did watch this closely and collapsed classes to accommodate for the loss in students. So the loss in FTE in the February count would be approximately \$48,000 to the district. By closing the classes we gained \$43,000 of that back. This is one of the first times we have looked at that and collapsed classes so quickly.

Historically there is such a difference between first and second semester at Asher that she is meeting with the director and academic advisors to talk about how we schedule going forward. If we have data that supports our numbers are going lower for second semester, we need to plan better for the second semester class offerings and the master schedule needs to be managed more efficiently. It is difficult to collapse classes after they have already begun.

Asher now has a screening process in place to determine whether or not students are ready to attend and that we will be able to retain them. Or have supports in place to assist them. We want to focus on completers and a better balance.

The news is very encouraging for our resident students, for the first time in a long time we are very stable.

Ms. Reed asked about the Virtual Program. Ms. Hainrihar stated we have many opportunities throughout the district; the Asher Virtual is relatively stable at 9 students. Ms. Hainrihar will provide more information to the board as the State Reports are prepared.

Dr. Pomponio inquired about the Virtual FTE. Ms. Hainrihar stated they count the same.

Ms. Reed asked about the count period for Virtual. Ms. Hainrihar stated it is the same count period for the fall and spring.

CONSENT

2015/16-113 Dr. Pomponio made a motion to amend the March 15, 2016 regular board meeting, Mr. Knott supported.

Dr. Pomponio did not find that the full and complete information was disclosed about what was said and took place for Information and Announcement Section #6.

She would like a more accurate and detailed description of the facts that occurred in that meeting. She stated there is an audio of that, and directed Theresa Grzechowski to listen to that audio.

Theresa Grzechowski indicated there was no audio from the regular board meeting on March 15, 2016.

Dr. Pomponio stated there is an audio tape.

Ms. Reed stated that it is on You Tube.

Dr. Pomponio stated Ms. Reed had a copy of it.

Ms. Hainrihar stated we have never recorded the work session portion of a meeting.

Dr. Pomponio stated what was transcribed was too general and she wanted it in more detail.

Ms. Hainrihar inquired if it was being asked that the whole audio be transcribed.

Dr. Pomponio stated, only the key points, and Ms. Reed had let her know there is an audio, so if it could just be revised.

Theresa Grzechowski asked if this was regarding the work session and which specific section Dr. Pomponio was referring to.

Dr. Pomponio said she wanted #6 and Information and Announcements.

It was clarified that Item O on the Agenda and Work Session Item #6 be revised with more detail.

Ms. Reed asked Dr. Pomponio if she would forward the edits to Theresa Grzechowski for those changes to be made.

YES: Craig, Freitas, Hayhurst, Knott, Kremer, Pomponio, Reed
NO:

2015/16-114 Dr. Pomponio made a motion to approve the HR updates as presented, supported by Mr. Knott.

YES: Craig, Freitas, Hayhurst, Knott, Kremer, Pomponio, Reed
NO:

ACTION

2015/16-115 Dr. Pomponio made a motion to approve Anderson High School World Language trip to Europe, supported by Mr. Knott.

YES: Craig, Freitas, Hayhurst, Knott, Kremer, Pomponio, Reed
NO:

*Mr. Craig asked if this was an annual trip that we have done for several years.
Ms. Reed confirmed it was.*

EMPLOYEE REPRESENTATIVES

None

CITIZENS COMMENTS

None

INFORMATION AND ANNOUNCEMENTS

Dr. Pomponio congratulated the Winter Guard and the Winter Drum Line Teams. They competed at their State Competition over the weekend. The Drum Line came in 5th place, the Middle School Winter Guard received a Gold Rating. The J.V. came in 9th place. She congratulated the coaches and Dan Walsh. The Varsity Winter Guard Team placed 1st and are on to World Competition. Congratulations to parents, coaches and teachers.

Ms. Reed said she has been approached by parents and felt the board would like to see a sign at the entrance to the city indicating their State Championship status much the way the Cheerleading State Champ signs are displayed. She indicated this to the City Council liaison to the board, Phil Rauch to help accomplish this.

Mr. Knott wanted to compliment the support the teaching staff has in all of the buildings. He noted those that were in attendance, administrators of all four elementary's and junior high. He appreciated the accolades the Elementary School Improvement Team gave to their PTO's. Without their help and support we go nowhere. He thanked the PTO members that were in attendance for their support of kids.

Ms. Reed reported the JROTC annual dinner was an amazing night and how proud she was of the students and their accomplishments. She has two kids in the program and knows the impact that program has on kids. The Board was very proud and thanked them for allowing the board to be a part of that night.

ADJOURNMENT

2015/16-116 Dr. Pomponio made a motion to adjourn the meeting at 8:15 p.m., Mr. Knott supported.

YES: Craig, Freitas, Hayhurst, Knott, Kremer,
NO:

Respectfully submitted by: Theresa Grzechowski

WORK SESSION

Notes of work session submitted by Ms. Hainrihar

1. Theresa McLachlan reviewed the terms of the 2 years extension addendum to the Trinity Transportation contract and answered questions from Board members. This moves to Action for 4/19/16.
2. Rob Kakoczki, PMC, presented an update on bond construction work including: designs, field inspections, roofing RFP, track RFP, secure entry RFP, partial boilers and doors RFP, civil work.
3. Leslie Hainrihar reviewed County Enhancement millage materials provided by Wayne RESA. If DPS approves the resolution, then remaining county districts will be asked to bring this to the action agenda.
4. Theresa McLachlan summarized the bid review document (PMC) for Custodial, Grounds and Maintenance RFP. Interviews are 4/6/16 at 1:00 p.m. and 3:00 p.m. Board members can email questions to Theresa McLachlan by 11:00 a.m. that day.
5. Rebecca Reed and Paul Knott met with Thrun Law firm earlier today and got answers to many questions. They would like to schedule a Q & A session, tentatively set for 4/18/16 and 6:00 p.m.
6. Rebecca Reed led a discussion regarding the reinstatement of budgeted funds for Board Member Education and Training for the 2016/17 school year. Rebecca will send Leslie information to be included for discussion at a future work session.
7. Rebecca Reed proposed dates for the Board Summer Retreat. It is scheduled for July 25th from 6-10:00 p.m.
8. The Board discussed who should take notes on work session items in the future. Rebecca and Kirk agreed it is supposed to be the Board Secretary. Rebecca also offered to take notes.

Dr. Darlene Pomponio-Secretary
Board of Education

