



**REGULAR BOARD MEETING**

**City Council Chambers**

**14400 Dix Toledo, Southgate, MI 48195**

**BOARD OF  
EDUCATION**

PRESIDENT

PAUL C. KNOTT

**DATE: August 16, 2016**

VICE PRESIDENT

DR. DARLENE L. POMPONIO

**TIME: 7:00 P.M.**

SECRETARY

MARK KREMER

**BOARD MEMBERS PRESENT:** Craig, Freitas, Green, Knott, Kremer  
Pomponio

TREASURER

JASON CRAIG

**BOARD MEMBERS EXCUSED:** Reed

**ADMINISTRATION PRESENT:** Hainrihar Chretien, McLachlan, Pastor

TRUSTEES

NEIL J. FREITAS

SELDEN GREEN

REBECCA REED

**ADMINISTRATION EXCUSED:**

The Pledge of Allegiance was recited.

Mr. Knott read the District Mission and Vision Statements.

**REVISIONS/APPROVAL OF AGENDA**

2016/17-21 It was moved by Mr. Kremer, supported by Dr. Pomponio  
the board approve the August 16, 2016 Regular Board Meeting  
agenda.

**ADMINISTRATION**

SUPERINTENDENT

LESLIE HAINRIHAR CHRETIEN

YES: Craig, Freitas, Green, Knott, Kremer, Pomponio

NO:

**CITIZEN'S COMMENTS DISCUSSION OR ACTION ITEMS**

None

BUSINESS AND FINANCE

DIRECTOR

THERESA McLACHLAN, C.P.A.

**PRESENTATIONS**

CURRICULUM/FEDERAL

PROGRAMS DIRECTOR

JILL PASTOR

Construction Update: Rob Kakoczki-Plante Moran reviewed the projects that have  
been completed over the summer. The track is complete, the punch list has been  
reviewed and the contractors are making minor repairs. The track was turned over  
for the districts use. Secure entry work is wrapping up, staff members are moving  
back into their offices. Boiler work is 90% complete, they are installed, pumps  
connected. The work should be complete in one week and they will be put through the  
factory start up process. The roof top units are all set, installed and the factory  
start-up will be August 25 and 26<sup>th</sup>. Parking lots are substantially complete, light  
poles will be set in a few weeks and the striping and signage is almost finished. Allen's  
fridge/freezer has been installed. All mechanical connections are being completed.  
DMS food service line should be installed by the end of next week.

DIRECTOR OF

HUMAN RESOURCES

GERARD L. MORIN

Once the hours of operation for the track are determined the signs will go up  
notifying the public when the track will be accessible to them.

Ms. Hainrihar Chretien reminded parents that this is a three year project. Everything was not able to be completed in one summer.

A site tour for the board members is being set up so they may see the progress of the bond project.

PMC e-Builder: Rob Kakoczki, Kelly Green and Theresa McLachlan gave the board an overview of the process the district goes through for bond projects and the e-Builder program management software. This program makes the project team more efficient, provides one location for all project data, it is collaborative, customizable to clients' needs and can mirror district accounting procedures. It makes all parties accountable and allows the project to be transparent to the community. When the project is complete all information stored, including operational manuals, will be saved in the system for future reference.

This is a web based portal, it promotes timely and complete project team collaboration. Licensed users can access project information 24/7. e-Builder tracks and stores all project related documentation; project files, processes and budget. This program has real time reporting. Separate projects are created for accounting and data access; District Wide, Construction, Summer-2016 Bid Pak 1, Roofing and Technology. The budget is entered into e-Builder based on the Southgate Community Schools Board approved bond amount. The software has controls that prevent the budget from being exceeded without approval by Southgate Community Schools.

Commitments are set at the amount of each Contract/Purchase Order. Southgate Community Schools Director of Business and Finance verifies the correct cost code and PMC creates the commitment with supporting documents attached-Software will not let us overspend. The program has a graphical view of the invoice workflow from the start to the completion of a job. Approvals are sent to each department to review and process to the next department. All approvals are necessary prior to a check being cut. The Monthly Dashboard Report is produced from data recorded in e-Builder and reconciled with the District's data.

The login process and view of the website were demonstrated. Each party that can log in only sees the information relevant to their project. Access is limited for each person. All images are converted to PDF. There are a limited number of licensed users of this program. Board members would not be licensed users.

VPAA and 4<sup>th</sup> Year Math Credits: Jason Martin CTE-Director and Mr. John Nasarzewski CTE Department Chair addressed the board regarding the awarding of credit for approved CTE programs. Since approving the Michigan Merit Curriculum (MMC) the Michigan Department of Education (MDE) has made various changes regarding the granting of credits through Career and Technical Education (CTE) programs. Some of the credits are automatically granted, while other credits such as Visual, Performing and Applied Arts (VPAA) credit and the 4<sup>th</sup> year senior math credit must receive local school board approval to allow for students to have graduation credit granted.

After recently reviewing the courses that were approved, we recognized that some of the classes in the CTE sequence were not approved. The reason we are asking for your approval on this subject is to allow students to take classes in the proper sequence and for our counselors and teachers to be able to offer the classes, as they were intended, not in a strange, "jump through the hoops" type of order. In addition, there have been new classes to our CTE offerings that will require these approvals. CTE Programs can fulfill MMC requirements; the VPAA requirement states clearly that a State Approved CTE Program fulfills this requirement. At this time, all of the Southgate CTE programs are State approved programs. The Downriver Career Technical Consortium (DCTC) has confirmed this.

Classes seeking to be approved for the VPAA credit; Architectural Drafting, JROTC, Marketing, Mechatronics. Classes to be approved for the 4<sup>th</sup> year senior math credit: Architectural Drafting 1-4, Construction Trades 3, Engineering Design 5-8, Graphic Communications 3, Mechatronics 1-2.

By approving the credits listed above, this offers not only Southgate Anderson High School students additional opportunities, but also applies to all students from our DCTC related high schools to be awarded this same credit at their home schools. In addition, this follows the intent of the MDE making this adjustment to the Michigan Merit Curriculum to allow students to follow a career path and be awarded credits for recognizing their particular career interests.

#### **ATTENTION TO STUDENT GOVERNMENT REPRESENTATIVES**

None

#### **COMMITTEE REPORTS**

Anti-Bullying-Dr. Pomponio, Ms. Green will be August 24 at noon.

Finance-Jason Craig-no new meeting has been set.

Policy-Dr. Pomponio-committee will be August 24 and 10:00 a.m.

*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-Report was during the presentation.

Curriculum-Ms. Pastor-M-Step results have been released but are embargoed until the State publicly releases the results.

Superintendent-Ms. Hainrihar Chretien-Presented information on the educator evaluation effectiveness tools. The teacher evaluation tool that we have been using is in its last year. The new 5D+ tool is somewhat similar and training is occurring presently. It is a better fit for our staff and easier to understand. The new rubrics that will be used will be presented to the board.

The ratings of 370 employees was reviewed: 84 were Highly Effective, 277 were Effective, 6 were Minimally Effective and 3 were In-effective. Minimally effective and In-effective teachers are choosing to leave the profession. Any staff member found to be minimally effective must be placed on an (IDP) Individual Development Plan which includes more specific improvement goals in addition to the regular goals that are required. This is a state mandate not just a Southgate mandate. District support for these teachers also has to be documented.

In-Effective teachers also must be placed on and IDP. They may be considered for dismissal and must be dismissed if they are found In-Effective for 3 consecutive years; of the three in our district, 2 have left our employment and one is on a leave, the status of which is not determined yet.

Our administrator evaluations completed by Ms. Hainrihar Chretien, showed 3 were Highly Effective, 16 Effective, 0 Minimally Effective and 0 In-Effective. There was an administrator that was previously in-effective, but as a result of the IDP has moved into the effective category. The evaluation tool will be changing to the School Advance and training will be taking place.

Dr. Pomponio inquired about transparency and ratings. The effectiveness ratings are reported on the REP that is submitted to the state. This information is public. All evidence of growth goals is required and collected. There is substantially more evidence provided than there has been in previous years.

**CONSENT**

2016/17-22 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the Minutes from August 2, 2016.

YES: Craig, Freitas, Green, Knott, Kremer, Pomponio  
NO:

2016/17-23 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the HR Update as presented.

YES: Craig, Freitas, Green, Knott, Kremer, Pomponio  
NO:

2016/17-24 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the Disbursements for July 2016.

YES: Craig, Freitas, Green, Knott, Kremer, Pomponio  
NO:

**ACTION**

2016/17-25 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the adding of VPAA and 4<sup>th</sup> Year Math Credit to Anderson High School Courses as recommended by Jason Martin CTE Director.

YES: Craig, Freitas, Green, Knott, Kremer, Pomponio  
NO:

*Mr. Craig thanked Mr. Martin for his presentation that showed why this is necessary and how it will improve our students moving forward.*

*Ms. Hainrihar Chretien thanked Mr. Martin for his leadership in the CTE Program and Southgate appreciates that.*

2016/17-26 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the Out-of-State field trip for Fall Sideline Cheer Team.

YES: Craig, Freitas, Green, Knott, Kremer, Pomponio  
NO:

*Ms. Hainrhar Chretien commented that normally field trips for Athletic Teams because those are competition trips that are approved through the Athletic Dept. This is a team building activity so they have to go through the regular channels and seek board approval.*

*Mr. Frietas inquired about the transportation and liability.*

*Ms. Hainrihar Chretien stated the coaches will drive, being district employees they are covered under our insurance.*

**EMPLOYEE REPRESENTATIVES**

None

**CITIZENS COMMENTS**

Carrie Yakowich addressed the board about the black top at Grogan and the basketball hoops. Ms. Hainrihar Chretien stated this is still work in progress. The work will be completed next year. The basketball hoops will be replaced.

**INFORMATION AND ANNOUNCEMENTS**

**WORK SESSION**

None

**ADJOURNMENT**

The meeting was adjourned at 7:40 p.m.

*Respectfully submitted by: Theresa Grzechowski*

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Mark Kremer-Secretary  
Board of Education



















