



REGULAR BOARD MEETING

City Council Chambers

14400 Dix Toledo, Southgate, MI 48195

**BOARD OF
EDUCATION**

PRESIDENT

JASON CRAIG

DATE: February 13, 2018 -7:00 p.m.

VICE PRESIDENT

TIMOTHY O. ESTHEIMER

BOARD MEMBERS PRESENT: Craig, Estheimer, Freitas, Green, Kupser, Pomponio, Mossop

SECRETARY

DR. DARLENE L. POMPONIO

BOARD MEMBERS EXCUSED:

BOARD MEMBERS UNEXCUSED:

TREASURER

JASON R. KUPSER

ADMINISTRATION PRESENT: Pastor, Baker-Herring, Morin

ADMINISTRATION EXCUSED: McLachlan

TRUSTEES

NEIL J. FREITAS
ANDREW A. GREEN
REBECCA MOSSOP

The Pledge of Allegiance was recited.

Mr. Craig read the District Mission and Vision Statements.

REVISIONS/APPROVAL OF AGENDA:

2017/18-101 It was moved by Mr. Kupser supported by Mr. Green, the board approve the February 13, 2018 regular board meeting agenda.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio

NO:

ADMINISTRATION

SUPERINTENDENT

JILL M. PASTOR

CITIZENS COMMENTS ON DISCUSSION OR ACTION ITEMS

None

PRESENTATIONS

None

BUSINESS AND FINANCE

DIRECTOR

THERESA MCLACHLAN, C.P.A.

STUDENT GOVERNMENT REPRESENTATIVES

Anderson High School Drama Club-President, Stephanie Glitz and Gregory Krzyzanowski represented the AHS Drama Club and thanked the board for their support with the new lighting, sound and curtains. Auditions take place in the fall for the fall show; this year was Greek Mythology Olympia Ganza. Upcoming show dates are February 22 & 23 and March 2 & 3 for You're a Good Man Charlie Brown; Gregory will be playing Charlie Brown. Students are encouraged to join Drama Club, it gives them opportunities to meet new friends, experience acting or tech work with lighting and sound support during productions. They both commented the Drama Club is like a second home; providing a venue to express themselves artistically and do something productive to give people an opportunity to see something they might not see anywhere else.

CURRICULUM/FEDERAL

PROGRAMS DIRECTOR

DR. MICHELLE BAKER-HERRING

DIRECTOR OF

HUMAN RESOURCES

GERARD L. MORIN

COMMITTEE REPORTS

Anti-Bullying- No report

Finance- Mr. Kupser met after the last board meeting. Millage spending graph for the website and early buy-out/retirement was discussed. This information was brought to the board at the retreat. Moving forward a 5-year Curriculum and Financial Plan will be looked at.

Policy-No report

Legislative -No report

Curriculum-No report

Personnel- No report

Grounds & Maintenance- No report

All committees hold open meetings at Southgate's board offices or other location that will be posted. Dates of meetings, committee members, agendas and minutes are posted on the web page.

DISCUSSION

Finance- Ms. Pastor presented for Ms. McLachlan-the RFP for transportation has gone out and the interviews are scheduled for the end of March.

Curriculum-Dr. Baker- She will present new course proposals during the work session.

Superintendent- Ms. Pastor-One bullying report was filed for January. The report was submitted from a DMS parent for an incident that occurred during an athletic practice. Ms. Pastor reported to the board about the district phone outages that occurred yesterday through today at 4:00 p.m. The phone server was back online and functioning and the tech department is in the process of re-setting all of the phones to get them registered to the server.

The proposed governor's budget includes; \$120-\$240 per pupil increase using a 2x formula (districts at the base get more money than those at the maximum, so that the base foundation allowance would be \$7871, currently we receive \$7631), \$50/pupil for high school students enrolled in high demand CTE courses, \$25/pupil for high school students enrolled in CTE courses, \$25 for each high school student, shared time reduced to 5% of the total number of students enrolled in that district, retirement increased to 26.12% from this year's rate of 25.56%, 75% per pupil funding for cyber schools and no increase in 31A (at-risk) funding. The budget does not typically get finalized until June.

CITIZENS COMMENTS

None

CONSENT

2017/18-102 It was moved by Dr. Pomponio supported by Mr. Green, the board approve the January 23, 2018 Regular Board Meeting and January 30, 2018 Winter Board Retreat minutes, HR update and Disbursements for January 2018.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio

NO:

ACTION

1. **Employee Severance Plan:** Ms. Pastor-Educators Preferred Corporation (EPC) provided the District with a feasibility study for an Employee Severance Plan (ESP) to assist the District in reducing salary costs. The Board and Finance Committee have had several meetings to discuss the results, benefits and concerns. Based on these discussion and the timeline for implementing this plan for the 2017/18 year, that Administration is requesting that the Board approve the ESP as presented. The resolution, timeline for implementing the ESP and the most recent feasibility study were given to the board.

2017/18-103 It was moved by Dr. Pomponio supported by Mr. Kupser, the board approve the employee severance plan:

WHEREAS: The board of Education, in order to reduce costs and at the same time maintain the highest possible educational standards, and

WHEREAS: The Board of Education deems it to be in the best interest of Southgate Community School District to offer an Employee Severance Plan to its employees represented by the United Teachers of Southgate MEA/NEA collective bargaining agreement, and

WHEREAS: If the proposed ESP-Employee Severance Plan™ which has been presented to the Board of Education is implemented, it can substantially increase retirements or resignations in a manner which reduces costs for the district and also reduce the need for involuntary layoffs, therefore

BE IT RESOLVED: That the proposed ESP-Employee Severance Plan™ is hereby adopted by the Southgate Community School District Board of Education on the condition that they include any revisions suggested by the Board's legal counsel, and on the condition that, where applicable, the collective bargaining representatives sign an appropriate memorandum of understanding. Further, the EPC-Educators Preferred Corporation be recognized as the Agent and Consultant of Record to implement the Plan as described in the Letter of Agreement between EPC and the Southgate Community School District. The Board of Education shall reserve the right to evaluate the results of the Plan. If less than 15, 12 of which must be General Fund-non ACT 18 funded eligible teachers, timely agree to accept the offered Plan as determined at the end of the revocation period, the Board may deem the Plan null and void. The Board reserves the right, solely at its discretion, to waive this requirement should a lesser number of eligible teachers take this offered Plan.

BE IT FURTHER RESOLVED: That the Superintendent and the Superintendent's designees have the authority to sign any documents relating to the severance plan, including any documents relating to the Group Administration Contract/Terminal Funding Agreement/Group Annuity.

BE IT FURTHER RESOLVED: That the Board of Education shall make employer contributions into 403 (b) accounts for participants in the ESP-Employee Severance Plan™ meeting the eligibility requirements described in the Plan provided, however, that any such provider must be on the approved list of providers that is in effect at that time of the employee's resignation from employment or retirement; and the Board shall continue to have authority to approve or disapprove any of the providers. Such contributions shall not cause any employee to exceed the contribution limits of Section 415(c) of the Internal Revenue Code as applicable to 403(b) plans. It is the intention of the Board of Education that this 403(b) Plan will conform with all federal and state statutory and regulatory requirements applicable to 403(b) plans, except that the program shall not be subject to the requirements of Title 1 of ERISA because as a governmental employer the Southgate Community School District is exempted from such requirements.

The Board of Education reserves the right to offer or not offer similar plans in the future, without obligation to those electing this plan. The Board of Education authorizes the Superintendent and her Designees to act on behalf of the Board of Education with respect to this Plan, and take any and all action necessary or desirable to implement, maintain and administer the Plan.

Discussion took place about the infrequency of this offering. The last time a plan like this was offered was 2002.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio

NO:

2. **Change in Board compensation:** Ms. Pastor-with consideration of changing board member compensation, Ms. McLachlan annualized the current board compensation on a per meeting basis based on the compensation from March 21, 2017 through December 31, 2017. The monthly average cost was \$2,111.82, with an annual cost of \$25,341.82. At the winter retreat going to a flat rate of \$2500 was discussed. Ms. Pastor investigated and found the board approved a stipend of \$2250 on March 21, 2017 with some per meeting fees of \$35. On May 9, 2017 under Ms. Chretien's recommendation the board released the 10% cut that was taken for several years, which brought board compensation back up to \$2500. With adjustment for changes over the 5-period including reorganization of duties and responsibilities shall bring the total current stipend to \$2850 per year for each board member. That \$2850 is \$19,950 which is a cost saving of just under \$6000 from Ms. McLachlan's projected amount.

Discussion took place regarding the stipend amount and monthly average costs.

2017/18-104 It was moved by Mr. Kupser supported by Mr. Estheimer, the board approve an annual stipend effective as of February 1, 2018. This stipend will be paid once a month, on the second pay of each month and is subject to proration based on service as a Board member.

Discussion took place regarding the process of calculating board pay by the business office and the difficulty in determining annual budgets without a fixed amount.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio
NO:

2017/18-105 It was moved by Mr. Kupser supported by Mr. Freitas, to change the board stipend to \$2500 per year.

Discussion took place about the stipend amount based on what was discussed at the Winter Retreat and what was agree upon at the May 9, 2018 regular board meeting. Board members spoke of the increased work required of a member and support of the amount of \$2850.

YES: Fretias, Kupser
NO: Craig, Estheimer, Green, Mossop, Pomponio
Motion failed

Ms. Mossop wanted it on the record-the board has an \$1100 per board, education allowance which have to be approved by the president. 100 class series first. The money does not roll over, unused funds go back into the general fund. She believes that for the past three years 90% of it has gone back into the general fund.

3. **Policy Committee:** Mr. Craig-this was an item discussed at the Winter Retreat. We don't technically have any standing committees established. The board is looking to create standing committees and one of those discussed was the Policy Committee.

2017/18-106 It was moved by Mr. Green supported by Dr. Pomponio, the board approve establishing The Policy Committee as a standing committee for the Board of Education through December of 2018.

Discussion took place regarding the length of time the Policy Committee has been established and making it a standing committee at this point. Meeting dates/schedule would be determined at the first Policy Committee meeting. Committee's will be reviewed annually to define standing committees.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio
NO:

4. **Policy Committee Members:** Mr. Craig-the committee members were discussed at the Winter Retreat. Mr. Craig, Mr. Green and Dr. Pomponio with Ms. Mossop as an alternate to the committee.

2017/18-107 It was moved by Dr. Pomponio supported by Mr. Estheimer, the board approve the following members for the Policy Committee: Jason Craig, Andy Green, Dr. Darlene Pomponio and Rebecca Mossop as an alternate.

Discussion took place with Ms. Mossop expressing her thoughts on being placed as an alternate. Mr. Craig accepted the position of alternate, placing Ms. Mossop on the committee as a member. The motion was amended and re-read with the revision:

2017/18-107 It was moved by Dr. Pomponio supported by Mr. Estheimer, the board approve the following members for the Policy Committee: Andy Green, Dr. Darlene Pomponio Rebecca Mossop and Jason Craig as alternate.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio
NO:

5. **Finance Committee:** Mr. Craig-This was discussed at the Winter Retreat.

2017/18-108 It was moved by Mr. Kupser supported by Dr. Pomponio, the board approve establishing The Finance Committee as a standing committee for the Board of Education through December 2018.

Discussion took place regarding; the information presented to the committee, the board as a whole, repetitiveness of information and committee recommendations.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio
NO:

6. **Finance Committee Members:** Mr. Craig-This was discussed at the Winter Retreat.

2017/18-109 It was moved by Mr. Green supported by Dr. Pomponio, the board approve the following members for the Finance Committee: Timothy Estheimer, Jason Kupser, Neil Frietas and Rebecca Mossop as alternate.

Discussion took place regarding which board members have traditionally been on this committee and if any changes were needed. Mr. Kupser said he will still be responsible for the next Finance Committee meeting agenda. The committee will elect their chairperson at the next meeting.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio
NO:

7. Vote for MASB Region 8 Board of Directors Candidate:

2017/18-110 It was moved by Mr. Estheimer supported by Mr. Green, the board cast the Southgate Board of Education Ballot for candidate Dr. Darlene Pomponio to the MASB Region 8 Board of Directors.

Discussion-Dr. Pomponio made a statement: *This nomination is for an open seat at the Michigan Association of School Boards, Board of Directors. I will represent Region 8 which includes Wayne, Oakland and Macomb County School Boards. This is a position where the board member plays a more active role in MASB decisions, functions and collaboration with other districts throughout the State of Michigan. I've met with many of the board colleagues from around the state already and have received support and kind of encouragement for that position. My plan is to work with the MASB and the board members with student achievement in mind and to learn from others as they work in that position to better understand the issues as well as the legislation that are on the forefront of public education. I appreciate your continued support. The ballot does come before the entire state March 7th so they will select a candidate. Also, Mr. Hubler is on as a candidate from L'Asne Creuse Schools and Robert McLachlan. They are both dedicated individuals and I wish them all the best. Thank you.*

Board members wished Dr. Pomponio good luck.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio
NO:

EMPLOYEE REPRESENTATIVES

None

INFORMATION AND ANNOUNCEMENTS

Mr. Green announced the Grogan Valentine Dance this Friday. Sponsored by the PTA, teachers and parents who do a wonderful job of putting this on. Mr. Kupser and Mr. Green made donations of money and supplies to the dance. On Saturday the City of Southgate is hosting the annual Daddy/Daughter Dance. There are two sessions; 2:00 to 4:00 p.m. and 6:00 to 8:00 p.m. He has attended this in the past and it is a wonderful event. He reminded everyone that February 14 is count day and wished everyone a Happy Valentine's Day.

Mr. Estheimer shared information from the Shelters Principal, Ms. Gundick, encouraging students to continue earning their reading points toward the Reading Counts goal and practice math using the Zearn computer program. Shelters annual Math Party is scheduled for Wednesday, February 28. RSVP's are necessary for proper planning, limited seating is available per grade level.

Dr. Pomponio announced that Allen, Fordline, Grogan, Shelters 5th graders have, or will soon, attend their tour of Davidson in preparation for 6th grade. 8th grade students will attend a Freshman Orientation at Anderson High School on the 15th at 7:00 p.m. She wished all students good luck with their transition at the end of the year. Next year's Europe trip for middle and high school Spanish and French students is in the planning stages.

Ms. Mossop announced the annual JROTC military banquet on March 23, 2018. JROTC has a competition this Saturday at 8:00 a.m. Southgate Anderson baseball clinic will be March 3rd and March 10th in the AHS gymnasium and multi-purpose room from 9:00 a.m. until noon. Registration begins at 8:30 a.m. ages 6 to 14, \$25 a day and space is limited. Thanks to all who participated Hungry Howie's Pizza fundraiser No-Cook Monday; proceeds benefit the Southgate Percussion Program. Tryouts for the AHS Talent Show will be held in Mr. Reynolds room. She reminded parents the School of Choice period for kindergarten is from March 1 through March 15, 2018 with 50 openings.

Ms. Mossop also encouraged everyone to do something to celebrate Black History Month. There is a contest listed on the Parent Page for a 100 word essay, students get a book voucher for Barnes and Noble.

Mr. Freitas gave a special thank you to Mr. Childs, Mr. Blaskiewicz and the DMS staff that put on the Winter Fitness Challenge at Mt. Brighton. This was a wonderful opportunity for students and parents and very cost effective for people to have the opportunity to learn how to ski. It is a cumbersome and thankless job that goes unappreciated, but he, other parents and the students really appreciate the work and thanked those that put this on this year.

WORK ITEMS

1. Review 2 new course proposals: Dr. Baker Herring informed the board Medical Detectives is an enrichment course offering for 7th and 8th grade students at DMS. This is a Project Lead the Way course. The other course is a semester long English class at AHS which is another option for 11th graders called Music as Literature. Mr. Kadlitz presented the information on Medical Detectives and Ms. McKenna presented the information regarding Music as Literature. Discussion took place and some of the questions asked were about the curriculum, content standards, time-line for offering these classes, teaching materials, resources and supplies available or what may be needed. This will be moved to action at the next board meeting.
2. Superintendent Goals: Ms. Pastor reviewed her six areas of focus; Student Growth, Governance & Board Relations, Community Relations, Staff Relations, Business & Finance and Instructional Leadership. Discussion took place regarding the number of goals, a mid-year review based only on the time she has been in the superintendent's position and the need to have a rating for the REP report. These goals will be on the agenda for action at the next meeting.

ADJOURNMENT

2017/18-111 It was moved by Mr. Estheimer supported by Mr. Kupser, the board adjourn the meeting at 8:45 p.m.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio
NO:

Respectfully submitted by: Theresa Grzechowski

Dr. Darlene Pomponio-Secretary
Board of Education

