



REGULAR BOARD MEETING

City Council Chambers

14400 Dix Toledo, Southgate, MI 48195

**BOARD OF
EDUCATION**

PRESIDENT

JASON CRAIG

DATE: January 23, 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, McLachlan, Baker-Herring, Morin

ADMINISTRATION EXCUSED:

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:

2017/18-94 It was moved by Mr. Estheimer supported by Dr. Pomponio, the board approve the January 23, 2018 Regular Board meeting agenda.

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

NO:

ADMINISTRATION

SUPERINTENDENT

JILL PASTOR

CITIZENS COMMENTS ON DISCUSSION OR ACTION ITEMS

None

BUSINESS AND FINANCE

DIRECTOR

THERESA MCLACHLAN, C.P.A.

PRESENTATIONS

Special Services Report: Special Services Director Kelly and Assistant Director Robyn Castle gave the board an overview of Special Services in the district. The district is responsible for educating students with special needs from birth to 26 years of age. Range of services; consulting, center programming, homeless, homebound, foster care, 504 planning, Special Education transportation and Medicaid compliance. Beacon is run by Southgate Schools for students with emotional impairments and we send students to other districts' programs for cognitive impairment, autism or hearing impairments. Southgate still remains responsible for our students, and works with the other districts for conducting the students' IEP.

CURRICULUM/FEDERAL

PROGRAMS DIRECTOR

DR. MICHELLE BAKER-HERRING

Enrollment district wide is down, but Special Education enrollment is up due to many student entering our district this past fall with IEP's. Funding sources; Federal Flow-Through money, State Aid, Medicaid, Act 18. We are obligated to provide services that we are not always fully funded for. Special Education is heavily monitored, 14 state performance indicators are monitored yearly, as well as quarterly.

DIRECTOR OF

HUMAN RESOURCES

GERARD L. MORIN

Our discipline data was reviewed, the district was reported to have a disproportionate number of African-American males with an IEP being suspended for over 10 days.

Staff members from different building levels are participating in a discipline tool kit which meets monthly. Corrections to MiStar reporting, development of common procedures/common language usage district wide, restorative practices and cultural awareness workshops are some of the ways we are working on this issue. Data in our buildings is already showing improvements. The district data also identified we have too many African American students with cognitive impairment. This information was reviewed in the fall and all of the students were identified appropriately, no racial biases were found in our procedures. In spite of not finding anything, the federal government still gives a penalty; coordinating early intervening services. We had to design a program to keep students out of special education. Our elementary social workers are the result of this program.

Another area that we are receiving letters about is, least restrictive environment. It is the federal mandate to keep kids with their general education peers as much as possible. It is demanded but there is no criteria or tools given to guide. AHS and DMS are implementing programs to assist with this. Elementary buildings are working on accommodations for students as well. Learning strategies for all students who struggle is being implemented and data being tracked with fidelity to ensure we are providing this to all students. The goal is to decrease the number of referrals. Staff members are receiving non-violent crisis intervention which focuses on de-escalating behavior before it gets to the point of having to physically manage a student.

A Focus Group is being created so strategies can be brainstormed to focus on struggling students. This is based on Universal Design for Learning. A Monthly News Letter has been started which is sent out to all-staff from the Special Services Department.

STUDENT GOVERNMENT REPRESENTATIVES

Davidson Middle School Student Council-McKenna Freitas reported for DMS. Students need to be academically eligible, attend morning meetings and earn points by helping out around school to be a member of Student Council. Mrs. Vilardi and Mrs. Hinzmann are the sponsors, current membership is 90 students. A Red Cross Fund raiser on September 18th raised \$750 for hurricane relief. Student Council also raised \$75 for a student who unexpectedly lost a parent. The group participated in a food drive for the Open Arms Food Pantry, collecting 25 boxes of food, including 70 boxes of cereal. Toys and gift cards were collected for Children's Hospital of Michigan's Snow Pile Drive; 110 toys and \$240 in gift cards, \$140 in cash for children spending Christmas in the hospital.

Student Council also enjoyed fun activities; Halloween Dance October 25, Spirit Weeks and a Recognition Assembly. There will be a Spring Dance send off and a Pasta for Pennies Fundraiser in the next semester. Final Exams will be Jan. 24th, 25th and 26th which are half days. National Junior Honor Society is having a pizza party on Jan. 25th and will be helping at Gleaners Food Bank, Saturday Feb. 3rd.

COMMITTEE REPORTS

Anti-Bullying- Dr. Pomponio-Meeting Jan. 18 at 4:30 p.m. Discussed acquiring more posters for DMS and AHS bringing awareness to bullying, respecting and being courteous to others.

Finance- Mr. Kupser-December minutes were turned in to the board office and posted on the website. January 9th meeting to discuss employee severance. Next meeting Jan. 24 at 5:30 p.m.

Policy-Dr. Pomponio-Meeting Jan. 18 at 5:30 p.m., transportation policy 8600 draft was reviewed, a few more changes need to be made and will be forwarded to the business office when complete.

Legislative -Ms. Mossop-Meeting Jan. 18 at 6:00 p.m. Current legislation as it relates to changes in public education and providing parents with information to motivate them to write to their representatives were the topics of discussion.

Curriculum-Dr. Pomponio-No meeting yet. Dates will be established and posted.

Personnel- Mr. Green-met on Jan. 9th and discussed the AHS principal interviews held Jan 10th. Mr. Morin presented facts about procedures for the hiring of personnel and how vacancies are filled. The 3% refund was also reviewed. Next meeting Feb 5th at 5:00 p.m.

Grounds & Maintenance- Dr. Pomponio-Next meeting February 13th at 6:00 p.m.

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- Theresa McLachlan spoke about the 3% refund from ORS. The district has received the data file for our employees, 740 individuals. Based on ORS records the employees are separated by active, inactive, retired or deceased. The business office is assuring we have the correct information before anything gets disbursed. An enhanced file that will merge our payroll system data and make a comparison with ORS data, is being created with RESA's help. Staff will receive updates via email from our district. We are waiting for guidance from the county before the funds are processed. The funds were received yesterday, the processing may take 60 to 90 days. The district is being as careful and as exact as possible. Concerns employees have regarding their refund amount should be directed to the ORS. This refund will be in a separate check and the district will not allow for additional 401K, 457 or HSA contributions and will not change the withholding. The district does help employees watch that they do not go over their max on contributions for the year and get penalized. We don't have the manpower to set up in the system for special deductions and then make sure it's taken back out or put back to where it was on the next pay run.

The RFP for transportation will go out from Plante Moran on February 5th.

Ms. McLachlan commented on the recent decision of Amazon to choose not to come to Detroit. A school finance research collaborative was put together by businesses, school leaders and non-profit organizations to look at how underfunded education in Michigan is. The state's school system was cited as one of the reasons Amazon chose not to come here. Our per-pupil funding is between \$7600 and \$8200, the study indicated the cost to educate a student would be \$9590 not including food or transportation. Wayne County RESA Superintendent-Randy Liepa, spoke on this and was quoted to say 'if you look at our performance compared to the rest of the county both in regard to growth, how our students are improving in their proficiency rates, we are near the bottom. So that has to be corrected if we are going to be competitive here in Michigan'.

With the new tax cut and jobs act which eliminated the personal exemption on the federal return, the Michigan Legislature is looking at the way the Michigan Law is worded. It states you get the same personal exemptions that you get on your federal return and it specifically says the federal return. If filing a return right now, there would be no exemptions on your state of Michigan return. Work is being started to correct this before next years' filing season.

Curriculum-Dr. Baker-Herring updated the board on the middle school Science and English curriculum adoption. The ELA department has been sampling materials from different units from their top two choices, StudySync and Collections. They intend to finalize their recommendation by the beginning of February.

The Science Dept. is taking it a little bit slower. With the transition to Next Generation Science Standards, many of the book publishers are still trying to catch up with the new standards and the shifts in what teaching and learning looks like in the science classroom. The Science Department wants to be sure they have exhausted every option for review of Middle School Science Curriculum that meets the new standards so they make the best decision for the district. They are continuing the

review process and will also be sampling materials from different units of the various publishers. They are taking more time to make their recommendation.

Superintendent- Ms. Pastor thanked the board for taking time to meet with her, as she had requested, and allowing her to get to know each board member better. Allen Elementary had a water main break today, water shut off occurred, the students were released early. Thanks to Allen's team effort all students were picked up by 2:00 p.m. Crews are currently on the scene making the necessary repairs. Director of Maintenance-Nate Lay contacted Ms. Pastor prior to this meeting and the decision was made to not hold school at Allen on Jan. 24th. Most of this will be covered under insurance.

Wayne RESA will be hosting the State Board of Education on Tuesday, February 13th. Board members are invited to attend the meeting which starts at 9:30 a.m. and runs until 3:00 p.m. Ms. Pastor spoke about a recent report released by the U. S. Department of Education which notes Michigan increased spending on prisons more than 5 times faster than it did on public education from 1979 to 2013. Business, school and policy leaders across Michigan formed a collaborative group that commissioned a study to answer the question, what does it cost to assure every child in Michigan can meet academic state standards. There is a panel discussion being held on Thursday, March 8th at Wayne State University that will focus on the question; can we reverse the academic decline in Michigan schools without addressing the funding issue. Ms. Pastor explained how student criteria is weighted when it comes to the cost of teaching versus the funding received for educating students.

The enhancement millage bill was passed by the Senate with 3 amendments attached and is now in the House, if passed it will go to the governor for signing. It would be in effect if the millage is renewed the next time it comes to the voters. Funding from the millage would be shared with charter schools.

CITIZENS COMMENTS

None

CONSENT

2017/18- 95 It was moved by Dr. Pomponio supported by Mr. Estheimer, the board approve the Minutes from January 9, 2018 and the HR Update as presented.

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

ACTION

1. **March Application Period for School of Choice:** Ms. Pastor stated we are requesting this earlier so the application period can be opened March 1st through March 15th. In the past 50 seats in kindergarten have been asked for but we have not that many. She shared data on the School of Choice enrollment numbers. Discussion took place about the number of kindergarten, TK students and the number of sections of kindergarten we have. Future requests for a School of Choice application period will come to the board for August.

2017/18-96 It was moved by Dr. Pomponio supported by Mr. Green, the board accept the School of Choice allocation period for 50 seats in kindergarten as outlined for a 2-week period from March 1st through March 15th 2018.

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

- 2. Open General Fund, non-interest bearing checking account with Huntington Bank:**
Ms. McLachlan explained to the board this account will hold the funds recently received for the 3% refund. She is recommending we set up a non-interest bearing account to move the money into until we are ready for a disbursement. The district does not currently have an account that doesn't earn interest. As we process this pay we won't have that extra layer of the interest that money may earn. The amount the district received was over \$1.7 million. As soon as everything is disbursed we would close the account. This is a recommendation by Wayne RESA as well. Discussion took place about the complexities of calculating interest on that amount for over 748 employees.

2017/18-97 It was moved by Dr. Pomponio supported by Mr. Green, the board approve opening a non-interest bearing checking account with Huntington Bank for the purpose of the 3% ORS refund process.

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

EMPLOYEE REPRESENTATIVES

None

INFORMATION AND ANNOUNCEMENTS

Mr. Green will be meeting with Mr. Samborski-Asher Adult Ed Director, later this week. They will discuss the new graduation alliance, Asher Pride Program and the new sign that will be going up. Asher is in the process of registering for second semester. Mr. Samborski continues to work with administration to revise and revamp the Adult & Alternative Ed program as it pertains to the ever changing laws.

Mr. Green spoke with Mr. Wolsek-Grogan administrator about the Movie Night, Friday January 19 which was a success. February 9 there will be a Valentines Dance, Pizza Fundraiser completed today and Southgate City Rec will have a Daddy Daughter Dance February 17, 2018 which he has attended in the past with his daughter and encourage everyone to take part in this activity. He also wished his fellow board members good health and prayers.

Ms. Mossop reminded parents about the half days the rest of the week for the high school and middle school. NBC has a contest; R.I.S.E. America project, \$10,000 will be offered to 50 schools across America, for a two minute video and 500 word essay about their Theater Department. Ms. Mossop will share the link to pass on to our students and Theater Departments. This can also apply to the ELA class we offer that is teaching how to write plays.

Dr. Pomponio wished the middle school student good luck on their upcoming final exams.

WORK ITEMS

- 1. Employee Severance Plan:** Theresa McLachlan gave all board members a copy of a feasibility study by Educators Preferred Corporation (EPC), this was done at no cost to the district. Salaries and benefits make up 80-85%, the study projects the cumulative savings over 8 years if early retirement is offered, compared to normal retirements if we did nothing additional. This information is being presented to the board due to budget concerns given our current financial situation. Ms. McLachlan reviewed the study assumptions, areas of consideration and the process with EPC if the Board approves moving forward with this plan. A draft board resolution and sample timeline for implementing this plan were also provided. She presented this to the board to help align our budgets. Discussion took place regarding adding this to the Board Winter Retreat Agenda, Jan. 30, 2018 for a more in depth review. The goal is to move

this to Action at the February 13, 2018 Regular Board Meeting in order to meet the deadlines for implementing the plan this year. Board members asked questions about the number of employees needed to "opt in" in order for the plan to benefit the district, and if not met, the early retirement offering would not move forward and the costs for implementing this plan.

ADJOURNMENT

2017/18-98 It was moved by Mr. Green supported by Mr. Kupser, the board adjourn the meeting at 8:15 p.m.

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

NO:

Respectfully submitted by: Theresa Grzechowski

Dr. Darlene Pomponio-Secretary
Board of Education

For detailed conversation, Board meetings may be viewed in their entirety on our website: www.southgateschools.com

