



**REGULAR BOARD MEETING**

**City Council Chambers**

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

**BOARD OF  
EDUCATION**

PRESIDENT

PAUL C. KNOTT

**DATE: June 28, 2016**

VICE PRESIDENT

DR. DARLENE L. POMPONIO

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

SECRETARY

MARK KREMER

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

**BOARD MEMBERS EXCUSED:**

TREASURER

JASON CRAIG

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

**ADMINISTRATION EXCUSED:**

The Pledge of Allegiance was recited.

Mr. Knott read the District Mission and Vision Statements.

TRUSTEES

NEIL J. FREITAS

SELDEN GREEN

REBECCA REED

**REVISIONS/APPROVAL OF AGENDA**

2015/16-175 It was moved by Mr. Kremer, supported by Dr. Pomponio  
the board approve the June 28, 2016 Regular Board Meeting  
agenda.

**ADMINISTRATION**

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

NO:

SUPERINTENDENT

LESLIE HAINRIHAR

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

None

BUSINESS AND FINANCE

DIRECTOR

THERESA MCLACHLAN, C.P.A.

**PRESENTATIONS**

2015/2016 Amended Budget Presentation-Theresa McLachlan reviewed the final  
amended budget for the 2015/16 school year. She disclosed this budget was  
discussed with the entire board two weeks ago in a work session. Some adjustments  
had to be made but we are still within \$1000.00 from where we were in March 2016  
and are within the DEP requirements. We are targeted to be out of deficit by the end  
of June. The revenue increases and decreases were reviewed for the General Fund,  
Special Education Center Based Program Fund, Food Service Fund and Latchkey Fund.  
Increases and decreases in expenditures were also reviewed by function for these  
funds. The complete 2015/16 Amended Budget is available at the board office and  
may be viewed online at [www.southgateschools.com](http://www.southgateschools.com).

CURRICULUM/FEDERAL

PROGRAMS DIRECTOR

JILL PASTOR

2016/2017 Original Budget Hearing-Theresa McLachlan noted this 2016/2017 Original  
Budget was discussed with the entire board two weeks ago in a work session. Our  
ending fund balance at the end of June 2016 is projected to be just over \$24,000.00.  
Our ending fund balance at the end of June 2017 is projected to be \$257,228.00.  
The concessions have been lifted for every employee in the district and the  
contractual step increases have been given.

HUMAN RESOURCES

DIRECTOR

MARY HILDEBRANDT

She compared the 2015/16 amended budget to this budget and reviewed the changes in the revenue for the 2016/2017 Original budget for the General Fund, Special Education Center Based Program Fund, Food Service fund and Latchkey Fund. Expenditures for each of the funds was reviewed by function. The complete 2016/2017 Original Budget is available at the board office and may be viewed online at [www.southgateschools.com](http://www.southgateschools.com).

Dr. Pomponio inquired about the copier contract. Ms. McLachlan stated there were vendor issues and the vendor terminated our contract. Governor Business Solutions will be our new vendor and their customer service is outstanding in comparison. They are also paying off our lease with the old copier vendor.

Mr. Knott asked about the General Fund revenue changes. Ms. McLachlan said it does account for an increase of \$120 per FTE.

Ms. Hainrihar commented that the last two years have been challenging and painful. She thanked the employees who agreed to concessions, the Board of Education for approving what was presented to them to return the district to financial health, the community for supporting their children's programs and Theresa McLachlan for her hard work.

Mr. Knott also thanked everyone for getting the district to where it is.

#### **COMMITTEE REPORTS**

Anti-Bullying- Dr. Pomponio-meeting dates will be announced within 2 weeks

Communication/Parent Engagement-Ms. Reed-Infant/Child CPR and Standard First Aid will begin. AED and epi pen training will also be added. Ms. Reed stated she and two others will be doing the training.

Curriculum-Dr. Pomponio-meeting dates will be announced within 2 weeks.

Finance-Mark Kremer-The chair will be changing and new meeting dates will be finalized once that occurs.

Policy-Dr. Pomponio-meeting dates will be announced within 2 weeks.

*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-Reported during the presentation of the Budgets.

Curriculum-Ms. Pastor reviewed the MDE letter that was a result of the Spring Assessment M-Step observation. We received all o.k.'s or "not observed". The Focus School Report from Allen; did a book study report on instructional rounds. A team of teachers go into another teacher's classroom to help improve their own instructional strategies, this is not an evaluation. Allen staff reviewed perception and achievement data to determine where their strengths and challenges are.

Ms. Pastor reviewed the annual Two Year Report on Achievement of Goals and Objectives HIV/AIDS and Sex Education which is mandated by law and has to be on our website. The MiPhy results are in and she will present that at the July board meeting. Fordline will host elementary summer school this year due to construction at Grogan. Mr. Wolsek is the administrator. This is a free, federally funded program.

Superintendent-Ms. Hainrihar introduced HR Director-Mary Hildebrandt. She presented two new administrators and a new teacher to the board. Mr. Len Samborski is the new director of Asher Adult and Alternative Education. He has been a DPS teacher for 23 years, has CTE experience, worked in Special Education at the Berger Center in Garden City and also taught in Maine.

Mr. Gerard Morin will be the new HR Director. He has been an elementary principal, assistant principal for middle school and high school, has a BS in Math from UM, Ed Leadership from WSU, and HR degree from EMU, he was also honorably discharged from the USMC.

Mr. Nate Nestor will be the Construction Trades teacher at AHS. He previously was a contracted service employee in the Construction Trades classroom under Mr. Ferrante's instruction. He has received his teaching certificate and will be replacing Mr. Ferrante who retired in June.

Ms. Hainrihar announced this is Mary Hildebrandt's last board meeting. She congratulated her on her long and productive service to Southgate Community Schools. The board wished her well on her retirement.

### CONSENT

2015/16-176 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the minutes from June 14, 2016 Special Board Meeting and June 14, 2016 Regular Board Meeting.

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

2015/16-177 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, Reed  
NO:

### ACTION

2015/16-178 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the Membership Resolution to the Michigan High School Athletic Association for Interscholastic athletics at Davidson Middle School and Anderson High School.

*Ms. Hainrihar commented it is required that we pass this resolution on an annual basis in order for our teams to participate in post-season tournaments.*

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

2015/16-179 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the grant application to the Michigan Council for Arts and Cultural Affairs as submitted by Toby Kmet and approved by Michelle Baker-Herring.

*Ms. Hainrihar commented that this has been approved in the past. The board needs to agree to the terms of the application Mr. Kmet will submit because there is a financial award that comes with this. Those funds are used to support the programming which has visiting artists and bands come in that provide community performances and also provide music clinics for our band students.*

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

2015/16-180 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the Resolution presented in support of a regional enhancement millage.

*Ms. Hainrihar commented that two years ago a similar millage was defeated. RESA needs districts, which combined would make up 51% of the student population, to approve the resolution in order for it to appear on the ballot. Should this pass, the district will receive \$1.5 million dollars, with no restrictions on how to spend it.*

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

2015/16-181 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve authorizing the issuance of August 2016 State Aid Note in an amount not to exceed \$6.2 million as presented.

*Theresa McLachlan commented this is an annual resolution presented to the board that is needed in order to meet our June cash flow needs.*

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

2015/16-182 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the 2015/16 Amended Budget for the General Fund, Special Education Center Based Program Fund, Food Service Fund and Latchkey Fund as presented.

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

2015/16-183 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the 2016/17 Original Budget for the General Fund, Special Education Center Based Program Fund, Food Service Fund and Latchkey Fund as presented.

*When approved by the board this budget will be on our website and the MDE and Treasury Departments will receive copies.*

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

2015/16-184 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve Bid Package #4 for football stadium home and away grandstands in the amount of \$472,854.00 to Schultz Industries, Inc. DBA Sturdisteel Company and Sawyer Services, Inc. (for Electrical).

*Mr. Kakoczki-Plante Moran stated this work will begin after this season. There will be 1450 home seats and 550 visitor.*

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

2015/16-185 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve Bid Package #5 for Food Service upgrades in the amount of \$229,462.00 to DeMaria for General Trades, to Stafford Smith, Inc. for Food Service equipment, to Bill James, Inc. for Plumbing and to Sawyer Services, Inc. for electrical.

*Mr. Kakoczki-Plante Moran stated this is for the new line at DMS, Allen fridge and freezer.*

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

2015/16-186 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the 2015/16 Superintendent and effectiveness rating.

*Several areas of criteria were reviewed and evaluated with scoring on a 1 to for rating; 4 being the highest. Governance & Board Relations, Community Relations, Staff Relations, Business & Finance and Instructional Leadership are among the areas evaluated. Mr. Knott stated 6 of the 7 board members turned their superintendent evaluations in, Ms. Reed did not. The deadline was Sunday, June 24, 2016.*

*Dr. Pomponio commented the board could proceed with approving the evaluation even if all seven were not turned in.*

*Mr. Knott stated the total score for the evaluation was 3.4 which is Effective and the rating is more than adequate for the position. Board communication can be improved but Ms. Hainrihar runs the district well and has a good rapport with staff and administrators.*

*Dr. Pomponio said her follow up on emails and contacts lead to the high evaluation.*

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

#### **EMPLOYEE REPRESENTATIVES**

None

#### **CITIZENS COMMENTS**

None

#### **INFORMATION AND ANNOUNCEMENTS**

Mr. Kremer read the following statement:

'Hello Everyone,

This is truly one of the saddest things I have ever had to do. But this is the time to do it. It is no secret that this board has been in peril over the last couple of months. I can honestly say that at every turn it has been my goal to reverse the destruction and division that has plagued us. When we were criticized I thanked those criticizing for their open dialogue and reiterated my devotion to putting all of the behind us and getting back on the right track.

It became clear to me for various reasons that we needed new leadership. Which is a tough conclusion to make knowing that you will lose a friend in the process. But I wasn't elected to make friends. So at the last meeting I supported the decision to remove Ms. Reed from the office of the President of the Southgate Community Schools' Board of Education.

Unfortunately Ms. Reed went to the news and claimed she was removed for defending her son. Thus went my hope for us to move forward yet. So now I am here addressing you, my constituents because you deserve to know the truth. The cold, hard truth.

When the incident involving her son first took place everyone on this board, who was serving at the time, took her side. And given the evidence we were initially given, that was okay. But as time went on and no new evidence was given by Ms. Reed action seemed unlikely. Eventually what was a noble concern about a situation shrouded in uncertainty and a lack of complete evidence was used as a hit piece against our superintendent multiple times.

Before long Ms. Reed was at odds with the administration on anything she could find. And I realized that this was nothing more than her leveraging and manipulating. That is a personal agenda which we do not have time for. So let me explain why I voted the way I did.

Like I said it is my belief that Ms. Reed used an incident that could have been easily taken care of had she provided the proper evidence as a way of power grabbing. Dangling it over the administration.

Ms. Reed frequently does not follow through with her word. And often goes back on it. To provide an example of this; When told how toxic her Facebook page was perceived she went back and forth taking it down and putting it back up.

Ms. Reed often missed committee meetings requiring others, such as myself on occasion, to show up in her place.

Ms. Reed has gone long lengths of time without communicating with her colleagues about the important issues facing our district yet she can post on social media throughout these times. She has even told another member of this board to never speak to her again. That is not how you lead a school district.

Ms. Reed has spread distrust between this board, by pitting individuals against each other to further her aims.

Ms. Reed has kept an unpredictable demeanor with her colleagues, often verbally lashing out at them for a simple disagreement. She uses terms like "oh honey" when arguing with individuals she disagrees with.

Since her removal as President, Ms. Reed has gone to the press and lied about the reasons behind her removal. If she really felt bullied and suppressed I wonder, why did she vote for the officers elected at the last meeting and with such enthusiasm.

She has maintained no contact with her colleagues to my knowledge other than an email asking about a meeting date to discuss the superintendent evaluation. An evaluation that we all, except her, submitted.

Given her lack of willingness to carry out the duties of her office as a member of this board since her removal from the presidency I stand by my vote last meeting.

So that is it. That is what really went on. It is not wrapped up in a pretty bow in the form of a news anchor. You won't see it on Channel 7 News tonight. And it's not the sensationalized story some so desperately wanted.

You want to know what it is. It is a situation that sucks. I hate this. And I wanted to move past this. But I was always better a mopping up messes than sweeping things under the rug. I just hope I didn't knock over the bucket this time. And if I did I'm not sorry because you had to know the truth. You elected me. You deserved to know the truth.

To everyone who listened to this I thank you. I am sorry it has come to this. But she forced by hand.'

Ms. Reed responded to Mr. Kremer's statement by commenting he does not live in Southgate and stated she did not call the news, it was her son's father that did. She stated this issue was about a teacher asking kids to lie, not about a video. She also commented that her son was subjected to criticism and called names. She suggested the information be FOIA'd if anyone wants to know the truth about what the teacher was written up for. Ms. Reed said she is proud of her son for standing up for himself and that there is a lot of information she is sitting on and whatever her son's father is going to do with whatever lawsuit. She stated Mr. Kremer does not know what he is talking about.

Mr. Kremer asked through the chair to address the accusation that he does not live in Southgate. At this point Ms. Reed interjected with a comment about Mr. Kremer's personal life. Mr. Kremer took exception to this. A breakdown in communication ensued and order was called by Mr. Knott.

**Mr. Knott called for a 10 minute recess so he could address the board in private at 8:25 p.m.**

**Mr. Knott called the meeting to order again at 8:40 p.m. and noted for the minutes Ms. Reed had left the meeting and he was unsure if she would return.**

Mr. Knott commented that this board needs to move forward and put forth a positive image to the students and their families and this community. He stated Ms. Reed has undermined the district through Facebook and other media sources. A majority of the board had enough and decided to make a change and remove Ms. Reed from the presidency. The boards' goal was to repair the damage with administration and the superintendent and move the district forward. He apologized for the actions of this public body; that have not been professional. He said we have a strong foundation and does not want to see it crumble. He stated Ms. Green has brought a new perspective and it is refreshing to hear her points of view.

Mr. Kremer apologized, his intention was not for things to transpire the way they did. He wanted to clear the air because he felt the News was biased. He also stated he does live in the city of Southgate, and his personal family obligations are nobody else's business.

Mr. Knott apologized to the board for allowing tonight's meeting to get slightly out of control. He announced to the viewing audience the board would be moving into a work session at 8:50 p.m.

## **WORK SESSION**

1. Mr. Kakoczki updated the board on the construction project at the AHS track. The coating is being applied. Landscaping is being restored. At the buildings, they have done the demo and are working on the secure entry doors, frames and mason work. Grogan parking lot demo is complete, the rebuild will begin soon. Roof work at Grogan has also been started and should be complete by next week.

2. Dan Connors reviewed the pizza bid. Dominoes was the only responder with a bid that met the required Federal specifications of at least 51% whole grain crust. Discussion took place about whole wheat versus regular pizza. Mr. Connors said he can put in for an "opt out" of whole wheat, but the change is hard on students and causes a lot of turmoil. They are now use to the whole wheat pizza. Discussion took place about loss of sales. Mr. Connors said lower student numbers have hurt us more than changing the pizza crust. It was decided Mr. Connors will get more information about the opt-out before the contract deadline of mid-August. He will either bring back the current contract or information on a re-bid by the first of August.
3. Dan Connors reviewed the proposals for the vending contract. 4 responders, including our current vendor, turned in bids. Our current vendor is the only one to offer drinks and snacks. The other bidders only offered drinks. Discussion took place about this bidding process, which was long overdue. The criteria was put in a matrix and Perfection Vending came out on top. Further discussion about stipends from vending machine sales brought up the fact that in the days of high sugar snacks and massive pop sales, we had higher returns. The lunch equity will move to Action as the next meeting.
4. Discussion about email accounts. Discussion about increasing the board stipend and sending newer board members to the MASB 100 Classes, which members benefit from through interacting with other board members. Administration will ask to lift the concession for board members.

#### ADJOURNMENT

The meeting was adjourned at 9:25 p.m.

*Respectfully submitted by: Theresa Grzechowski*

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Mark Kremer-Secretary  
Board of Education





















