

**WORK SESSION BOARD MEETING**

**Caucus Room**

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

**BOARD OF  
EDUCATION**

PRESIDENT

REBECCA REED

**DATE: May 16, 2016**

VICE PRESIDENT

PAUL C. KNOTT

**TIME: 6:00 P.M.**

SECRETARY

DR. DARLENE L. POMPONIO

**Roll call taken by Dr. Pomponio**

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

**BOARD MEMBERS EXCUSED:**

TREASURER

MARK KREMER

**ADMINISTRATION PRESENT:** Hainrihar

TRUSTEES

JASON CRAIG

SELDEN GREEN

**ADMINISTRATION EXCUSED:** McLachlan, Pastor

The pledge of allegiance was recited.

The district mission statement and vision statement were read.

**WORK SESSION**

1. Board photos will be taken on May 17, 2016 to update the website.  
The voting for, and swearing in, of Neil Freitas will take place May 17, 2016.
2. NEOLA Policy Review-Discussion took place about the process for reviewing approving and sending the updates to Paul Palka, he reviews them and sends them to production. This is a work in progress. Law driven policy's should be reviewed first to be sure we are compliant. When updates in the law occur, Ms. Hainrihar is notified and brings them to the Policy Committee. Policy's can be found on the website.
3. Superintendent Evaluation Schedule-Certification classes will be necessary for board members and the superintendent prior to using the 2016/17 evaluation tool. Discussion took place regarding the evaluation process and what items are FOIA'ble. Ms. Hainrihar will provide her self-evaluation. Ms. Reed will find out which tool, 2012 or 2016 will be used. The timeline for the evaluation process will be emailed once it is determined which tool will be used. The REP requires evaluation information, so completing the evaluation within the time constraints for that report is very important. If student growth is a part of the evaluation, the staff evaluations will have to be done before the superintendents' can be completed. The consensus of the board was to do individual evals then group discussion. All of this should be completed and brought to the board for action on June 20, 2016.
4. Review/discuss perception survey-All board members did not receive the review. It will be placed on the May 17, 2016 work session agenda under "other" for further discussion.

**ADMINISTRATION**

SUPERINTENDENT

LESLIE HAINRIHAR

BUSINESS AND FINANCE

DIRECTOR

THERESA MCLACHLAN, C.P.A.

CURRICULUM/FEDERAL

PROGRAMS DIRECTOR

JILL PASTOR

HUMAN RESOURCES

DIRECTOR

MARY HILDEBRANDT

5. Discussion regarding Law Firm-Dr. Pomponio thinks, based on discussion with other districts, there should be a board attorney separate from the district's that would only represent the Board of Education. Ms. Reed believes that Thrun Law Firm attorney-Martha Marcero, has made the board feel there is not a separate board centered privilege. Mr. Knott inquired as to which other districts have a two-tiered system. Dr. Pomponio stated, Taylor, Lincoln Park and Wyandotte and that WCASB recommends this. Discussion took place about proceeding with contacting law firms for interviews with the board.
6. Hiring Practices & Current Openings-Discussion took place about the minimum requirements on postings for internal and external candidates; current contract language and HR requirements involving postings and the hiring practices for district openings. The Board Treasurer receives the postings for openings. A brief disagreement took place regarding the latest interviews for the Middle School Administrator opening. Board members did not feel the candidates were qualified or appropriate for interviewing. Citing the process was weird.
7. Parent Communications-Ms. Reed brought up an issue that needs to be resolved regarding a current email. A parent wanted to start a consortium to report to the board for parents with special education students. Parents come to Ms. Reed with IEP issues. Ms. Hainrihar addressed the issue with the parent involved, though email and stated the district will not support a parent initiated group. The district has to follow laws regarding special education students and their privacy therefore a committee cannot be formed to review IEP's and 504's and the district cannot be represented, by a parent, as having any such committee. Parents do not determine what services their students are eligible for. Ms. Reed inquired as to who reviews the school district nurse and psychologist and who ensures the IEP's and 504's. Ms. Hainrihar stated the Director of Special Services reviews the psychologist and Helping Hands reviews the nurse. There are additional county restrictions placed on us due to Act 18 funding. There are massive Federal and County regulations for oversight.  
  
Ms. Reed inquired about a specific student issue brought to her by a parent. Ms. Hainrihar asked that any allegations should be directed to her for investigation. If the parent does not feel comfortable they should be directed, by Ms. Reed, to contact the director of Special Services-Kelly Thomas. When Board members are approached by parents with issues, they should always encourage parents to follow the chain of command.
8. Quick review of graduation Dates/Processes for new members-Board members will provide information for their gowns and degrees for AHS graduation.
9. Updates/Other-Mr. Knott apologized for comments directed toward HR Director, Mary Hildebrandt regarding the hiring process.

**ADJOURNMENT**

A motion was made by Dr. Pomponio supported by Mr. Kremer the board adjourn the work session at 7:49 p.m.

*Respectfully submitted by: Theresa Grzechowski*

---

Dr. Darlene Pomponio-Secretary  
Board of Education













