



REGULAR BOARD MEETING

City Council Chambers

14400 Dix Toledo, Southgate, MI 48195

**BOARD OF
EDUCATION**

PRESIDENT
REBECCA REED

DATE: May 17, 2016

VICE PRESIDENT
PAUL C. KNOTT

TIME: 7:00 P.M.

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

SECRETARY
DR. DARLENE L. POMPONIO

BOARD MEMBERS EXCUSED: Reed

ADMINISTRATION PRESENT: Hainrihar, McLachlan, Pastor

ADMINISTRATION EXCUSED:

TREASURER
MARK KREMER

ACTION

2015/16-152 A motion was made by Mr. Kremer supported by Mr. Craig the board approve the appointment of Neil Freitas to the the Board of Education.

TRUSTEES
JASON CRAIG
NEIL J. FREITAS
SELDEN GREEN

A roll call vote was taken:

YES: Craig, Green, Knott, Kremer, Pomponio

NO:

ADMINISTRATION

SWEARING IN OF NEW BOARD MEMBER

Neil Freitas was sworn in by City Clerk-Jan Ferencz.

SUPERINTENDENT
LESLIE HAINRIHAR

The pledge of allegiance was recited.

The District Mission and Vision Statements were read by Mr. Knott.

BUSINESS AND FINANCE
DIRECTOR
THERESA MCLACHLAN, C.P.A.

REVISIONS/APPROVAL OF AGENDA

2015/16-153 A motion was made by Dr. Pomponio, supported by Mr. Kremer the board approve the May 17, 2016 regular board meeting agenda.

CURRICULUM/FEDERAL
PROGRAMS DIRECTOR
JILL PASTOR

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

NO:

CITIZEN'S COMMENTS DISCUSSION OR ACTION ITEMS

None

HUMAN RESOURCES
DIRECTOR
MARY HILDEBRANDT

ATTENTION TO STUDENT GOVERNMENT REPRESENTATIVES

Anderson High School student representative, Josh Staten reported Yearbooks are now on sale for \$75 in the multi-purpose room. Students interested in testing out should see their counselor to receive the testing out papers, the deadline is May 20. Senior good-bye grams can be purchased for \$2.00, students should see Ms. Pate or Ms. Wesley. There is an informational meeting for students with 2 years of Foreign Language interested in the Europe trip, May 18, 7p.m. in Ms. Kroll's room at DMS.

PRESENTATIONS

Recognition of Southgate Retirements: No presentation

Tardy Sweeps Update: Dr. Baker-Herring-AHS principal, Mr. Jason Martin-AHS Assistant Principal and Mr. Dave Pinkowski-AHS Assistant Principal reviewed the Tardy Sweep Program.

Dr. Baker-Herring thanked the board for the opportunity to present this update to clear up any misconceptions about this program. The history of the program; how it began, the impact on instructional time and the overall impact on the teaching and learning environment as well as school safety.

There was very little urgency for students to get to school on time. 1st hour had from 100 to 200 students late coming to class. Often times carrying McDonald's bags or coffees, indicating the urgency to get to class and education had a low priority. The policy's in place for tardy's were followed inconsistently. Teachers chose to start class later to accommodate the late students. The loss of instructional time not only impacted the late students, but those that made the choice to get to school on time. Analysis of the time; if every student in the entire building lost just 5 minutes a day it equates to 5400 minutes of lost instructional time per year.

Wayne State Emerging Scholars-Professor Dr. Kahn was working at AHS in the Math Department and one of his philosophies was; the time a student and teacher has, should be sacred. It should not be interrupted as much as possible, that is the time the teachers have to work with the students. Examples he gave; if you arrive late to a play you must wait for intermission, religious ceremonies cannot be interrupted once they begin. Dr. Kahn asked 'why would the time a student and teacher have, be any less important?' So during the year WSU was working at AHS, a program was implemented where the student would report to the office if they were late to math class. Soon it was noticed very few students were reporting to the office when they realized they were not permitted to enter math class. The program was expanded to include the whole school and the reduction in late students has decreased.

When the tardy bell rings the halls are "swept" by administrators, teachers and security to get students moving to their rooms. Those that are not in the vicinity of their room are swept to the ISS supervisor. The students make a call home to report their tardy. Students walk with a supervisor to collect the work for the hour they are missing. They return to the ISS area to complete their work. The absence is changed to a tardy by the ISS supervisor.

During a first incident a student gets a pass to class (there is one free pass for each quarter). The second and third time they get a warning but cannot go to class. Fourth time they receive 1 lunch detention. The fifth time there are two lunch detentions. The sixth time there is an after school detention, the seventh time 2 ASD. On the eighth tardy there is an In School Suspension for hours 1 thru 6. The ninth time they receive an Out of School Suspension for hours 1 thru 6. On the tenth tardy they receive indefinite OSS until a parent makes a phone call.

Data was reviewed from September 2013 through May of this year. The dramatic difference in tardy's was presented. The correlation between students with 5 or more tardy's and "E's" was shown. Those with multiple tardy's also had higher absence totals. Attendance directly impacts student achievement.

Staff survey's indicated they approve of this program. They do not have to start class over and over again. It holds students accountable for being on time. The administrators take care of the tardy's instead of a teacher having to make the changes, call home or access consequences. A teacher only

marks the student absent and the ISS supervisor takes care of correcting it to a tardy. The free pass was necessary because things do happen and AHS is trying to accommodate that.

This program has changed the culture and climate at AHS. Students know the priority is on their education and being on time. Students now have a sense of urgency to get to class on time. Upper classmen share this with incoming Freshmen. Everyone knows what is expected of them.

Mr. Kremer inquired about the marking of absences and tardy's and who takes care of that.

Dr. Pomponio asked about mistakes with absences being changed to tardy. Dr. Baker-Herring stated that students very much check on their own absence history and request corrections immediately.

Dr. Pomponio asked about issues parents have trying to get from building to building trying to drop off kids. Mr. Pinkowski said the tardy sweep policy does not start at the very beginning of the year until parents students are more familiar with the building drop offs and familiar with the building schedule, but it is announced when the sweeps will begin so the students get advanced notice. If the weather, traffic flow or other issue causes a great deal of delay in the a.m., the building is made aware and the sweeps will be delayed to offer students the time to get to class, adjustments can be made.

Mr. Kremer asked about student absences and the relation to those that know they are going to be tardy so they just don't come at all and the loss of instruction time for a student that is swept. AHS administrators said they do not see a huge difference in absences for first hour opposed to second hour.

Dr. Pomponio commented on the discipline aspect of the policy and how students will get to class on time if they know they are going to lose information regarding testing or assessments.

Mr. Frietas inquired about the number of students that reach levels 8-9-10 of the tardy policy, and what teacher's thoughts are about putting the work out in the hall for those that are tardy. Mr. Martin stated it was rare, he may have had only 2 this year. Dr. Baker-Herring said it may be additional work for the teacher to put the work out, but it is worth it for not having to deal with interruptions.

Mr. Knott asked about lessons that are not on paper? Mr. Pinkowski stated they may have extra paper work available for a student to have something to work on, but will catch that student up the next day. He also stated the ISS supervisor-Derek Marcum- is very encouraging with students and his efforts to get kids to class on time has been very helpful.

Mr. Frietas asked what students think of this policy. Dr. Baker-Herring said even those that do not get swept do no advocate for tardy sweeps, but it is working.

Mr. Craig asked how sweeps are done and the loss of instructional time for students. Mr. Pinkowski said those that are not even in the vicinity of their room are asked to proceed to the ISS area. Students that are right in the hall near the classes are allowed to proceed. This is for students that are obviously late. The loss of time is an estimation. Medical reasons for being late, with a note allow a student to go right to class.

Mr. Kremer asked about parent perception. Mr. Pinkowski stated the parents of students who are late are not happy to be contacted.

Dr. Pomponio stated the constant interruptions to a classroom, even at the college level, can be distracting.

Mr. Knott thanked the AHS Administrators for presenting this information on the "controversial program" that even some board members are skeptical of.

COMMITTEE REPORTS

Anti-Bullying- Dr. Pomponio-Next meeting will be May 18 at 10:00 a.m.

Communication/Parent Engagement-No report

Curriculum-Dr. Pomponio- Next May 23 at 4:30

Finance-Mr. Kremer-dismayed about the lack of notification of an appraisal from February 2016. Mr. Knott commented on the Chormann property and the fact that Ms. McLachlan knew she had to report this to the board and chose not to.

Ms. McLachlan disagreed with Mr. Knott's comments. She stated she did not "choose" to not tell the board. There was a change in the Finance committee with Mr. Hayhurst resignation, as soon as a new treasurer was named a Finance Committee meeting was called for and she brought them up to date. Initially there was a letter of intent presented. After consultation with the district attorney it was advised that the proper thing to do would be to work on a purchase agreement between the two parties. There were concerns regarding the property and the appraisal received. Ms. McLachlan forwarded it to Thrun and received feedback at the same time we were finding a new treasurer and establishing a new Finance Committee.

Dr. Pomponio asked questions about the timeline between receiving the appraisal and giving it to the law firm.

Mr. Knott stated the questioning from board was an effort to try and sort out rumor and remain transparent.

Policy-Dr.Pomponio-next meeting May 18 at 9:00 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 is currently working on the final amended budget for 2015/16. And she is working on the 2016/17 budget for adoption before July 1. House and Senate passed their separate school aid budgets, there are differences in the weighting of the student counts and determining the FTE's. This is the time of year for the milk, bread and pizza bids. She shared a communication from Mr. Connors regarding the Southeast Wayne County buying cooperative agreeing to extend the milk and bread contracts for another year. The pricing will continue at the current contract. Berkshire and Great Lakes Baking company service has been very good. This year will allow the group to work on new bid contract language for the 2017/18 school year. The USDA has handed down new regulations on procurement and that will be worked into the new bids. The pizza bid will come up in the next month or two.

Curriculum-Ms. Pastor reported that training for the new 5 Dimensions of Teaching and Learning; the new evaluation system, will begin tomorrow for administrators. This is a 6 day training that will be held at Gerisch. Theresa Sutherland and Ryan Furkas will also be in attendance. Training days will be this month, next month, two in August and two more in the fall when school starts.

Superintendent-Ms. Hainrihar reported the heavy equipment is moving in to take out the track and begin the reconstruction. At long last we will see the fruits of our labor in passing the bond.

CONSENT

2015/16-154 A motion was made by Dr. Pomponio, supported by Mr. Kremer the board approve the minutes from May 3 and May 10, 2016 Regular Board meetings.

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

NO:

2015/16-155 A motion was made by Dr. Pomponio, supported by Mr. Kremer the board approve the HR update as presented.

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

NO:

ACTION

2015/16-156 A motion was made by Dr. Pomponio, supported by Mr. Kremer the board approve the Out-of-State field trip for DMS 6th grade science.

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

NO:

2015/16-157 A motion was made by Dr. Pomponio, supported by Mr. Kremer the board approve the contract for Material Testing for site improvements to G2 Consulting.

Mr. Kakoczki was present and explained this is for the material testing for the track, parking lot improvements and the work for this summer. An RFP went out to four testing firms; got the pricing back and evaluated them. G2 is being recommended, their pricing is competitive, they have knowledge of the area and the project, they did the RFP for the soil borings. They have worked all over in this area and have worked with our engineer and architect.

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

NO:

2015/16-158 A motion was made by Dr. Pomponio, supported by Mr. Kremer the board approve the Recommendation to permanently expel Student # 2015-16-4 from Southgate Schools.

Mr. Knott commented this is the fourth expulsion this year for the same reason. Students cannot bring knives to school. Based on the law they will be expelled. The school district has no choice. Students should take their concerns about safety to teachers or building administrators, or have their parents contact the police.

Dr. Pomponio stated this is a law driven policy and the board has no choice.

Roll Call Vote:

YES: Craig, Green, Knott, Kremer, Pomponio

NO:

ABSTAIN: Freitas

EMPLOYEE REPRESENTATIVES

Ryan Furkas-President of the United Teachers of Southgate (UTS) accompanied by Mike Toschi, addressed the board and read the following statement:

I have not addressed the board in quite some time. For those of you that do not know me, my name is Ryan Furkas and I've taught at Anderson High for 17 years. I have also been a member of the negotiating team for 12 years and the president of the United Teachers of Southgate for the last 4. I'd like to congratulate and welcome Ms. Green to her new position on the board. I'd like to take this opportunity to offer you and your colleague's insight detailing the commitment and sacrifice the employees of Southgate have made over the last several years. In 2008 the district, which practiced liberal spending habits, was hit very hard from the cut backs of Snyder's administration. The superintendent at the time, along with the business manager, and the board of education left the district to fend for itself. Most believed that receivership was a forgone conclusion. The UTS and the SPSA took action and formed a partnership you will not see anywhere else in the state of Michigan for the sole purpose of saving this district. After countless hours of work we proposed that each of our members forgo their contractual guaranteed pay increment and in addition give back between 5% and 6% of their paychecks for a 2 year period. This proposal was accepted by over 90% of our employees. It is also worth mentioning that after these bargaining groups approved these drastic cuts, that members of the board voted against cutting their own stipend, the reason given: "it was a matter of principle".

When necessary cuts at the district level did not follow and we were once again plunged into debt, it actually increased by more than \$1 million. Once again Southgate's employee groups united and agreed to forgo another scheduled pay increment and took yet another 3% concession to keep our district afloat. However, this time the agreement was contingent on additional oversight. Despite necessary cut backs, restructuring, and building closures, some of which were highly criticized by current members of this board, we found ourselves again in deficit, but this time it was \$5 million. Sadly, there was no board action, recommendation, or help and the future did not look promising as Mr. Grusecki, the superintendent, left with mere weeks remaining in the school year. Enter Ms. Hainrihar. Those of us that worked for Ms. Hainrihar knew of her integrity, intelligence, and hard work. Hiring her injected a shot of adrenaline and we were eager to begin working with she and Mrs. McLachlan to save our district. Our meetings went all summer long including weekends and scheduled vacations. In the end we devised a plan to get the district out of its \$5 million deficit within two short years. In this proposal we asked some of our members to sacrifice over 15% of their income, which was accepted by 97% of our membership. A solution such as this does not happen without communication, cooperation, and most of all trust. The employees of the district are as close to a family as you'll find anywhere. This is not just my impression, but also the reports of those that were forced to leave as a result of cutbacks. As a result of these sacrifices we are set to emerge from deficit for the first time in 6 years. It is worth mentioning that the entire deficit was paid off by the employees. Our single biggest group, those with more than 14 years' experience in the district, have experienced \$42, 854.41 in lost wages over the last 5 years.

I tell you this because now should be a time of celebration. We have a solid plan looking forward, our achievement has seen unprecedented gains, and we have passed the district's first bond in over a decade. Instead, the current board seems to be starting a civil war within the district. When a group that was formed to look after district finances (The FIT) made a suggestion, a comment was made that if the board wanted to know how to do 3rd grade math they'd consult teachers, but if they needed help running the district's finances they'd go to someone else. When an initiative was presented to help get kids to school, this board accused a teacher of missing school and went as far as to call the presentation "racist and weird" ...I think this is weird. Evidence given was that there was a teacher out for two

weeks that showed 8 days of film. In fact the teacher referred to was out for 4 days, to attend her father's funeral and showed a film for 2 days.

The genesis of this dysfunction seems to be centered around an incident that involved one of your own. At this time the "best place for kids and parents" was turned upside down with bizarre happenings such as outbursts of profanity, calls for censure, resignations, Facebook posts, and Youtube videos. Uninvestigated allegations were posted on social media, teachers, administrators and even the superintendent were verbally attacked. Common sense, reason, and even the law was thrown out the window in the name of vengeance. I have children and understand the paternal instinct is strong, but this is why we have a 7 member board and someone needed to say enough is enough a long time ago. Instead we are investigating ways to hire a lawyer for the board, all on the districts dime, in addition to the current district lawyer that we are making rich dealing with this unnecessary garbage.

The reason this district continues to be great, despite the previously mentioned financial hardships is because we have been a family of educators and support staff. This board's actions are threatening to destroy this. Last week a few internal candidates that have dedicated their personal and professional lives were granted an interview for a position that they were qualified for. In an open meeting, members of this board demanded an explanation of why any internal candidate received an interview, citing that was also "weird". Two internal candidates out of 12 were given an interview not given the job. It was stated during the work session that no credence should be given to an employee that has faithfully served the district and whose character and reputation is known over someone that looks good on paper. That is not how you build loyalty; that is how you create distrust. People that feel appreciated will always do more.

I tell you this now because it is fixable. Mistakes have been made but hopefully can be corrected. What makes this district special is the commitment of its employees to the students of this community. We've sacrificed because we genuinely care for one another, our students, and this city. I am hopeful that there will be a new beginning for all stakeholders and that trust and mutual respect will be rebuilt, but this is ultimately up to you'.

Dr. Pomponio apologized if anything she has said or done has had any negative impact. She stated the board is given information from their leader that they have to distinguish for themselves. Years have passed with little or no information, as a board member she is on the line when wrong or bad information is given. She identified there is communication that does not seem strong enough and needs to be improved. The leaders up here do not always lead us in the right direction, so she is taking a step back and looking at things and open to communication. She thanked Mr. Furkas for coming forward.

Mr. Kremer also thanked Mr. Furkas for coming forward and speaking his mind. He said even though people may disagree he has hope things will get better; don't wait for things to build up, come forward and say something.

Dr. Pomponio agreed, more dialogue is important to help build trust. If the only information they are receiving is from the board president and they hear nothing else, they only have that one side. Open dialogue and the asking of questions is important.

Mr. Knott stated he has been waiting for Mr. Furkas to come forward. The board has always been up front about the take-backs given to make the district whole again. He did not like to use the term "civil war". There have been trust issues on both sides, information has been withheld from them.

Mr. Toschi commented that the time for oversight was when it was needed. Now when this is the least time it is needed the trust factor needs to be acknowledged and respected. When things are on the up-swing and should be better, there is a divide between what the Board, as leaders, think should be going on and what is actually going on. If they see something going right, there is probably something right going on. It's about trust.

Mr. Knott said he has never had a problem sitting down and talking to anyone. The collective board needs to move forward, mend some fences. He said they have been quite rough on Ms. Hainrihar and Ms. McLachlan lately, for a reason; they have been hearing things as a board that need to be sorted out for themselves.

Ms. Pastor commented that there are ways to do things respectfully and disrespectfully.

Dr. Pomponio stated one member of the board does not represent all of them.

Mr. Furkas said he wished that were true but perception becomes reality. The majority of people are hearing what is coming from just one or two. If only one or two are speaking and the rest are not speaking out, the one speaking -no matter how preposterous- is the one that is believed.

Mr. Kremer again stated that communication is important. If someone sees something or hears something they don't feel is right, they need to say something about it.

Mr. Knott acknowledged that while Ms. Reed was not present he felt most of what was being said was directed at her. He stated she has been though an emotional gambit with situations she has brought forth and made the board a part of that. He said the board is still trying to sort things out. He could not say for sure if it was all over with, but as far as the board was concerned they were done with it. He agreed the district is on the up-swing and should be celebrating. He said he felt the board would agree with him that no one wants to see a "civil war". He acknowledged they have been communicating with President Reed and they do have problems. They are trying to mend their own house and make things whole. He apologized that things have come down on administrators and teaching staff but assured everyone that not for one minute does the board think that the teaching staff is anything less than fantastic. He promised Mr. Furkas they will work together on this.

Ms. McKay, Southgate employee and parent of Southgate students commented on the Parent Facebook page. She stated it is filled with negativity and she tries to stick up for the good things that are happening in Southgate, but it's just a very negative page.

Mr. Knott asked that she continue to address Ms. Reed to seek improvement on that page.

Ms. McKay stated some are fearful of reprisals or retaliation from Ms. Reed if they were to come forward.

Mr. Knott thanked everyone for their comments and said they are not going unheard.

CITIZENS COMMENTS

Michelle Eccleton, parent of AHS student spoke in favor of the Tardy Sweep policy at the high school. She felt this is a perfect opportunity to teach her child about responsibility. Her daughter has been "swept" and this is a lesson she needs to learn for her future.

Mr. Kremer thanked her for coming forward with her feedback.

INFORMATION AND ANNOUNCEMENTS

Mr. Knott noted that graduation was fast approaching and asked that everyone be careful and cautious during the celebrations.

ADJOURNMENT

Mr. Knott announced the board would be heading into a work session and not return to the viewing audience at 8:25 p.m.

WORK SESSION

1. Mr. Kakoczki left handouts regarding the dashboard updates. Any questions should be forwarded to Ms. Hainrihar. Mr. Kakoczki will be at the next meeting to address them.
2. The timeline for the Chormann property appraisal, letter of intent and purchase agreement were reviewed. Mr. Gordon VanWieren-Thrun Law Firm, was on hand to answer board questions about the process and the steps that Calvary Baptist Church has gone through in their proposed request to purchase the property.
3. Mr. Knott was to secure the information on which evaluation tool would be used for the superintendent's evaluation, either the 2012 or 2016 version. When that information is presented to Ms. Hainrihar she will proceed with her portion of the evaluation to present to board members.

Respectfully submitted by: Theresa Grzechowski

Dr. Darlene Pomponio-Secretary
Board of Education

