



**REGULAR BOARD MEETING**

**City Council Chambers**

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

**BOARD OF  
EDUCATION**

PRESIDENT

REBECCA REED

**DATE: October 20, 2015**

VICE PRESIDENT

PAUL C. KNOTT

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

SECRETARY

DR. DARLENE L. POMPONIO

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

TREASURER

W. KIRK HAYHURST

**BOARD MEMBERS EXCUSED:** Hayhurst

TRUSTEES

JASON CRAIG  
NEIL J. FREITAS  
MARK KREMER

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

**ADMINISTRATION EXCUSED:**

The pledge of allegiance was recited.  
Ms. Reed read the District Mission and Vision Statements.

**ADMINISTRATION**

SUPERINTENDENT

LESLIE HAINRIHAR

**REVISIONS/APPROVAL OF AGENDA**

2015/16-47 It was moved by Dr. Pomponio, supported by Mr. Knott the board approve the October 20, 2015 Regular Board of meeting agenda.

BUSINESS AND FINANCE

DIRECTOR

THERESA MCLACHLAN, C.P.A.

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

CURRICULUM/FEDERAL  
PROGRAMS DIRECTOR

JILL PASTOR

**CITIZENS COMMENTS ON DISCUSSION OR ACTION ITEMS**

None

**PRESENTATIONS**

Sandra Garbovan-President of the Amazing Woman Foundation and Catherine O'Dell-Member of the Board of Directors for Amazing Woman Foundation presented a scholarship on behalf of their program to DMS student, Paris Meller. The Foundation's scholarships are awarded to young women who are interested in the Arts. Their goal is building self confidence and character through the arts.

HUMAN RESOURCES

DIRECTOR

MARY HILDEBRANDT

Ms. Reed asked for information if someone were interested in donating to their cause. Ms. Garbovan directed people to their site [anamazingwomanfoundation.org](http://anamazingwomanfoundation.org). She said they are also seeking board of directors for the foundation.

Summer School Update-Kelsey Tackett Secondary Summer School Principal, gave the board an update on the 6th-12th grade program offered in Southgate. The program ran for 6 weeks in June/July. Free breakfast and lunch were offered to summer school students, as well as those not participating in summer school. Ms. Olsen was the At-Risk counselor, Ms. McNees was the summer school secretary and Derek Marcum was the part time security officer. Ms. Cameron and Mr. Gerberding were the English teachers, Math was taught by Mr. Courtney and Ms. Peters, Science teachers were Ms. Schroder and Ms. Martinez and Ms. Cieslak taught Social Studies.

This summer 137 students enrolled; 24 were middle school students; 113 were high school. 200 courses were enrolled in and 184 passed. There were some drops due to excessive absences or parent request. There were only 5 course failures, 4 for high school 1 for middle school.

Focus areas; Student achievement, student attendance, Learning Targets, Data Walks and student and staff safety. She reviewed the finances for the summer school program; revenue was \$37,260.00 expenses \$29,298.20, with a balance of \$7961.20 in the green.

Ms. Hainrihar congratulated the summer school team and Kelsey for adding more and more pieces to the program that reflect the same expectations that we have during the school year of our teachers.

Dr. Pomponio asked about the learning targets. Ms. Tackett explained these are the "I Can" statements that are displayed in the room.

Mr. Knott commented that this is an example of how we help all of our students.

Summer School Update-Sarah Johnson Elementary Summer School Principal, gave the board an update on the 1st-5th grade programs. The teachers were Casey Clark, Alexa Cousino, Jill Chretien, Kate Druchniak, Suzanne Gullen, Elizabeth Hodson and Erika Wargo. This program was funded by Title I, there were no charges to students for summer school. Ms. Johnson presented the Literacy and Math scores from the beginning and the end of the program showing growth for many students while some remained the same. Learning Targets such as "I Can" statements were used- with small class sizes the focus can really be placed on those students that need the extra push. Students need to be recommended by their teachers in order to attend summer school. 102 Students participated in the Literacy Program, 97 in the Math Program.

Ms. Hainrihar asked about the UM intern teachers. Ms. Johnson said the program has ended. Ms. Hainrihar stated the summer school is a great program that helps our students.

Ms. Johnson stated this would be her last year as administrator.

W.A.T.C.H. Dogs- Ms. Chilson-Allen Principal, introduced Mr. Wolsek-Grogan Principal, Ms. Schiappacasse- Fordline Principal and Ms. Gundick-Shelters Principal and gave the board an overview of the W.A.T.C.H. Dog program. This program is in each of the elementary schools. Fathers of students help by being present at arrival and dismissal, they help in the hallways, patrol in and out of the buildings, assist at lunch and recess, and in the classrooms. They are not teachers, school officers or counselors. The students benefit, the school benefits and the fathers benefit through their volunteering.

W.A.T.C.H. Dog fathers were introduced and each stated how much they get out of the program and how much they enjoy working with students. They said the teachers appreciate the extra help. Each said this is very rewarding to them, and they will continue to participate in the program.

Dr. Pomponio thanked the fathers for volunteering their time.

Ms. Chilson said in some cases these fathers connect with students creating a positive effect that encourages the students to want to come to school.

Ms. Hainrihar commented that this is a lot of work; many dads take a day off from work or come right from work giving up their sleeping time to be in the school to volunteer.

Ms. Pastor said the MDE has allowed \$1000 per elementary to be written into the Title I Grant, for parent involvement, because they believe this is a viable program.

Ms. Reed commented that the Parent Page has many positive comments regarding the W.A.T.C.H. Dogs and that there is a lot of parent interest in expanding this program to DMS.

Ms. Hainrihar said it is on the School Improvement Plan at DMS.

Mr. Kremer stated he attended a meeting of W.A.T.C.H. Dogs and was impressed with the dedication and applauded the group for their efforts.

*Yeo & Yeo-Ms. Reed stated that Mr. Hayhurst, while absent tonight, wanted to go on the record as having received and reviewed the audit report at the Finance Committee meeting on Oct 15 and is on board with everything presented.*

Michael Georges from Yeo&Yeo gave the board the Independent Auditors Report: "In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, each major fund and the aggregate remaining fund information of Southgate Community School District as of June 30, 2015, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America."

Our assets are \$15,593,333.00; liabilities \$16,994,429.00 leaving us with a fund deficit of \$1,401,096.00. Last year our assets were \$10,525,149.00; liabilities \$14,508,131.00; leaving us with a fund deficit of \$3,982,982.00. We have had a decrease in the fund deficit of 64.8%.

Mr. Georges reviewed the budgeted revenue which was \$41,775,335.00 and expenditures \$39,270,360.00 giving us a \$2,504,975.00 in excess revenue. The actual amount of revenue was \$41,926,431.00, expenditures \$39,344,545.00 with excess revenue amounting to \$2,581,886.00.

Employee concessions, increase in revenue sources, reduction in expenditures (staffing, severance, health insurance) brought us to the increase in fund balance of \$2,581,886.00. Ms. McLachlan stated \$1,630,837.00 of that amount came from employee concessions, and it was the dedication of every individual employee making sacrifices for the district to allow us to meet our deficit elimination plan. It is a part of a two year plan, and it is remarkable what the employees of this district have accomplished, and she thanked every employee of the district.

Mr. Georges stated the district is now acting quickly to changes in reduction of students; looking at staffing and taking a proactive approach instead of a wait and see approach. While the fund balance did increase by \$2.6 million, we still are in a deficit which is in violation of state law. The district has submitted a number of deficit elimination plans to the Michigan Department of Education. The last one was approved in August of 2015. We are up to date, they have approved it and the plan is calling for us to be out of deficit this year. We are on target but we need to be watch dogs in order to make that happen.

Mr. Georges reviewed the historical fund balances from 2007 through 2015. We started the downward journey in 2010, we were \$2.5 million in debt; by 2013 we were \$4.9. The trend has been reversed. Last year we were at \$4 million this year we are at \$1.4 million. Because of this, Mr. Georges believes that is why the state gave us a 5<sup>th</sup> year to get out of debt. Ms. McLachlan stated that when the state approved our DEP last September, with every budget amendment she presented, we were meeting our DEP goal or exceeding it. Lansing knows the progress we are making and it is one of the largest in the state.

Revenue by source was reviewed; Federal 5.4%, State 75.6%, Local 16.5%, other 2.5%. Expenditure reviewed by function; Instruction 61% Support 37.7% other 1.3%. Retirement plan rates have increased from 16.54% in 2009 to 25.78% in 2015, this is a 55.86% increase. The rate has been more consistent in the last 4 years. Mr. Craig asked about the unfunded liability. Mr. Georges stated you are paying for everyone in the system. You pay into the system based on the employees you are paying on.

Audit procedures were reviewed; Internal controls, independent confirmation with attorneys, document examination, inventory observations, analytical analysis-comparisons from previous years, asset/liability approach, and peer review.

The only comments in the report will be our deficit. He complimented Theresa McLachlan and her staff for their professionalism. He is happy the district is climbing out of the deficit and once we are off the watch list we will be able to do things we have been holding back on.

Ms. McLachlan thanked her staff and complimented them on the work it took to prepare for the audit. She stated that the reason there were no findings for internal controls or compliance is due to the work everybody does every single day. Everyone contributes and follows proper procedures.

Ms. Hainrihar stated this is a lot of work, it is a necessary disruption to the other work we do. Everyone in the business office has to do their regular job as well as a lot of extra work for the audit. She said they continue to be real troopers and take good care of the district.

Ms. McLachlan said when the final audit report is complete the board will get a copy, she will announce at the next meeting when they will be available to the public and when they will be posted on the website.

## **DISCUSSION**

Finance-Ms. McLachlan's report was a part of the audit presentation.

Curriculum-Ms. Pastor had no report.

Superintendent-Ms. Hainrihar provided additional information regarding the bond proposal which will be on the ballot Nov 3, 2015. Polls are open from 7:00 a.m. until 8:00 p.m. The primary purpose of this election is to enhance student safety and security, ensure the schools and school facilities are updated and in good repair and to continue providing quality education programs.

Security will be enhanced at the entrances of our elementary schools, provide upgraded technology and enhance school facilities and sites. This proposal will assure that schools and school facilities are upgraded and will reduce ongoing operational repair expenses. It will ensure the learning environment is up to date, which research tells us has a direct impact on student learning. All of the bond proposal projects are designed to maintain the community's investment in schools and to reflect positively on homeowner's property values. This will make our school district more competitive with the surrounding school districts and consequently more attractive to current and future residents, which helps to maintain and improve home values.

If voters approve this bond proposal request there will be no increase in the current school tax rate.

Ms. Hainrihar received communication from our intermediate school district who spoke on behalf of our district liaison Angela Thomas who has been working with our Focus School. The letter stated Ms. Thomas was impressed with the districts structures put in place to support the focus school and implemented district wide that promote collective responsibility around the use of data. Some of the Best Practices noted; Central Office partners with principals to conduct Data Walks which occur on a regular basis around the district to gather first hand data around instructional practices. Central office is holding reflective conversations around school wide practices to ensure school wide fidelity across the district; which means we do what we say we are going to do and we do it in every corner of our district. Each building has incorporated monthly data team meetings into their schedule in order to assess classroom data to inform and promote high quality instruction. We are monitoring what we do and the results. Our monthly administrative meetings include professional learning opportunities to enhance leadership capacity and drive district goals. We don't just have meetings we have professional development and we demonstrate instructional practice every time we are together.

Ms. Thomas also stated; the students and community of Southgate are fortunate to have the Central Office leadership, and she looks forward to continued partnership. Ms. Hainrihar thanked all of the administrators in the district for their continued efforts.

Dr. Pomponio asked about the data compiled during the monthly data team meetings. Ms. Hainrihar stated there is not one place it is compiled, it will appear in professional development minutes, some reports come to Jill Pastor for reporting purposes, and some will appear in teacher evaluation evidence. It is used in a lot of different places. Ms. Hainrihar said board members or parents can contact her if they would like more information.

## CONSENT

2015/16-48 It was moved by Dr. Pomponio supported by Mr. Knott the board approve the October 6, 2015 Regular Board Meeting Minutes.

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

NO:

## ACTION

2015/16-49 It was moved by Dr. Pomponio supported by Mr. Knott the board approve the overnight, out of state trip to Tennessee for students in the Marketing Program at Anderson High School.

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

NO:

2015/16-50 It was moved by Dr. Pomponio supported by Mr. Knott the board approve the 2015/16 Superintendent goals.

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

NO:

*Ms. Hainrihar said she will share these goals with staff and place them on the website and she thanked the board for their support.*

### **EMPLOYEE REPRESENTATIVES**

None

### **CITIZENS COMMENTS**

None

### **INFORMATION AND ANNOUNCEMENTS**

Dr. Pomponio reminded parents about the remind app that is being used at DMS. She has heard positive feedback regarding communication with the use of this app. Parks and Recreation has a new site for registering for their programs at [www.southgaterec.com](http://www.southgaterec.com). Sept 23 the Curriculum Committee met and established their goals for the year. The next meeting will be Oct 28 at 6:00 p.m. The Policy Committee met on Oct 1. They worked on their mission statement and established their goals for the year. The next meeting is Nov 12 at 10:00 a.m. On Oct 1 the Anti-Bullying Committee met and established their goals; the next meeting is Nov 12 at 11:00 a.m. October is National Bullying Prevention Month. She met with MASB Government Relations Committee and the Wayne County Association of School Boards at Wayne RESA to discuss HB3822 regarding 3<sup>rd</sup> grade efficiency. It has passed the house and going to the senate. SB103 regards teacher and administrator evaluations.

Ms. Hainrihar said the HB3822 was passed by both houses but not in identical format. It is expected to go to a conference committee where they will iron out the differences. The SB103 also was passed by the house and senate. There were variations in the house bill and the senate may accept those changes from the house and approve it as well.

Ms. Reed mentioned that SUDDS has an awareness night on October 22 at Flat Rock High School, 7:00 p.m. Discussion will include the drugs that are most readily used by youth.

Ms. Hainrihar said she has posted that information on her website.

### **ADJOURNMENT**

Ms. Reed informed the audience the board would be moving into a work session and not return to the viewing audience-8:05 p.m.

#### **Work Session Minutes:**

1. Reeck Rd Update: Theresa McLachlan-If nothing comes up on the Quiet Claim action, it should take 60-75 days to clear the title on the small section of the property we have no deed to. The property listing with Century 21 has been signed for 1 year. Trustee Craig expressed concern that he understood we would not re-list the property pending the formation of a property study group. (This group is to be charged with formulating a long range plan for all unoccupied school property). Superintendent Hainrihar, Finance Director Theresa McLachlan, President Reed and Vice President Knott disagreed. The financial committee agreed to re-list the property and maintain that was not the understanding from the 9/1/2015 discussion.

2. Bond Update: Superintendent Hainrihar-updated the board on the information campaign. We are two weeks away from the election. The focus until Nov 3 is to remind citizens to vote and provide bond information to the community.

3. Conditional Reinstatement: Superintendent Hainrihar-reminded the board to submit their notes no later than this Friday.
4. Parent volunteer requests: Superintendent Hainrihar-reviewed a volunteer request of a parent with a felony conviction. Many parents have felony convictions that are 10-20 years old. Some of the charges are no longer a felony (laws have changed). Board policy allows employees and volunteers to be hired with approval. A parent may submit a letter of explanation to the board for approval as a volunteer.
5. Student Representation: President Reed-will email the new requirements for Anderson and Asher representatives to Superintendent Hainrihar. The committee will develop a proposal for Davidson representation by January.
6. Other: Superintendent Hainrihar-reported that DMS staff has voted to pursue PBIS this year as part of their School Improvement Plan. They will delay consideration of W.A.T.C.H. Dogs until next year.

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Dr. Darlene Pomponio-Secretary  
Board of Education











