



**REGULAR BOARD MEETING**

**City Council Chambers**

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

**BOARD OF  
EDUCATION**

PRESIDENT

PAUL C. KNOTT

**DATE: September 20, 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 Chretien, McLachlan, Pastor

TRUSTEES

NEIL J. FREITAS

SELDEN GREEN

REBECCA REED

**ADMINISTRATION EXCUSED:**

The Pledge of Allegiance was recited.

Mr. Knott read the District Mission and Vision Statements.

**REVISIONS/APPROVAL OF AGENDA**

2016/17-27 It was moved by Mr. Kremer supported by Dr. Pomponio  
the board add Action Item #3 Discussion and approval of a wage  
adjustment for the superintendent, recommended by the Finance  
Committee on September 19, 2016.

**ADMINISTRATION**

SUPERINTENDENT

LESLIE HAINRIHAR CHRETIEN

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

NO: Reed

*Ms. Reed inquired about pay increases for other employees, Ms. McLachlan  
stated other increases will be reviewed after our Count Day.*

BUSINESS AND FINANCE

DIRECTOR

THERESA MCLACHLAN, C.P.A.

2016/17-28 It was moved by Mr. Kremer supported by Dr. Pomponio, the board add  
Action Item #4 Discussion and action on student representatives from  
AHS.

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

NO:

CURRICULUM/FEDERAL

PROGRAMS DIRECTOR

JILL PASTOR

2016/17-29 It was moved by Mr. Kremer supported by Dr. Pomponio, the board  
approve the September 20, 2016 Regular Board Meeting Agenda.

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

NO:

DIRECTOR OF

HUMAN RESOURCES

GERARD L. MORIN

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

None

## PRESENTATIONS

New Staff Introductions: Jerry Morin-Director of Human Resources introduced Ashley Rasche and Diane Guthrie to the board. Ms. Rasche is the new special education teacher at AHS attached to the science department. She is a graduate from Grand Valley State University with a dual major in special education with an emphasis on cognitive and emotional impairments. Ms. Guthrie is the new special education teacher at DMS who will be co-teaching with Mrs. Vilardi in science and Mr. Blackwell in history as well as a guided academic class. She is a graduate from University of Michigan Dearborn with a dual major in learning disabilities and language arts. She worked at Ford Motor Company for 15 years before going back to school for her teaching degree.

Construction Update: Rob Kakoczki-Plante Moran CRESSA. The work for bid packs 1 through 3 are essentially complete as well as bid pack 5. There are a few punch list items being completed now. Bid pack 4 for the bleachers will begin after the football season ends. The schematic design work has begun for the 2017 projects. The projects should go out for bid in December or January. The board was presented an update dashboard; project updates with photos. Clarke construction put together a before and after photo shoot to show the progress of the improvements.

Discussion took place about the track hours, use and availability for citizens, and the secure entry at Grogan.

Mr. Kakoczki will have a financial summary next month.

Focus School Report: Jill Pastor Director of Curriculum and Federal Programs. The board received the Fourth Quarterly Report as submitted by Renne Chilson. Ms. Pastor said the administrators have begun their 5D training that will affect our Tier 1 classroom instruction. In December we will find out if we are off the Focus School Report. Until then Allen is still a Focus School.

State Assessment Results: Jill Pastor provided the board with a Power Point presentation on Southgate test results. The results include Allen, Asher, Beacon, Davidson, Fordline, Grogan and Shelters. Anderson's results are separate from the others. Southgate's Math, ELA and Science results were compared by building and with county and state results. We surpassed the state in three areas in Math ELA and Science, with Shelters Math results at 68% and Allen at 58%. Ms. Pastor stated all teachers receive the same professional development and the same strategies around the common core math and Michigan standards. To see the discrepancies in results by building is tough on the district when so much money has been spent on professional development, especially in math, over the last three years.

Science continues to be a struggle at the state. This Monday began the Mystery Festivals at the elementary level. While the students are solving a mystery, the teachers are in professional development around the units. The units are switching to the next generation of science standards. The test is not significantly changing for another 3 years. 20% of the test will change this year and then 40% will change and then the entire test.

Dr. Pomponio inquired about the comparison of data from our regular assessments, teachers give throughout the year, to these test results, because the test scores are awful. Ms. Pastor stated the DRA reading assessments for example, do not mimic the same test questions as on the M-Step. In the fall we will be giving our 1<sup>st</sup> and 2<sup>nd</sup> graders some literacy and math benchmark assessments and again in the spring. We will be able to look at trends and make curriculum or classroom adjustments as needed. The PSAT in the 9<sup>th</sup> and 10<sup>th</sup> grade will help us look at the trends showing where students are struggling.

DMS teachers have already begun the next generation of science standards professional development. The focus is on modeling when learning about science.

11<sup>th</sup> grade M-Step only included Science and Social Studies because the SAT took care of ELA and Math. Department chairs are asking about the test results to see where we are struggling and asking what we can do.

The SAT is a new test, it gives you an overall score and we are below the state in all areas. The SAT vs ACT conversion scores were compared. The test scores were compared with local school districts. The New SAT tests are designed to; measure the essential ingredients for college and career readiness and success, as shown by research, have a stronger connection to classroom learning and inspire productive practice.

Ms. Pastor is still waiting for the release of additional reports for M-Step; Claims and Targets Report for ELA and Math and Student Growth Percentiles. The M-Step standards challenge students to: understand subject matter more deeply, learn how to think critically, apply what they learn to the real world and make learning more relevant in their lives.

These test results will be shared with staff. The results will be analyzed to look for patterns. We will determine if any curricular changes may be necessary and continue to focus on good classroom instruction.

Dr. Pomponio asked about the Next Generation Science standards. Ms. Pastor stated 3<sup>rd</sup> through 5<sup>th</sup> are getting the Mystery Festivals and training through Hope K-8 Education. The middle school teachers are receiving the training without the Mystery Festival section. The high school teachers are all attending Next General of Science standards. The training is so popular right now there is a waiting list.

Ms. Hainrihar Chretien added the Professional Development does not mean it has been fully rolled out yet in the classrooms. Ms. Pastor said there will be training for administrators in the spring to show them what they should see in their science classrooms. There are 8 science and engineering practices in this subject area.

Ms. Hainrhar Chretien said the assessments we currently use do not match up to the M-Step. We were making gains; on a trajectory of improvement at the high school and then the assessment was switched. We see our results and we didn't do well and it is very frustrating. The last two years we have been focusing on getting out of debt, fixing the infrastructure, working on board policies and hoped for the best with instruction. It's time to shift our focus on instruction, curriculum, performance and achievement. We need to work on what is going on in the classroom and it has to be our focus. She will be attending the MESSA conference and will be seeking information from districts that are successful with what they are doing.

Dr. Pomponio asked when the Atlas Rubicon will be fully implemented. Ms. Pastor said we do have it. This is the first year that she has a budget that will allow for teachers to have subs so the departments can look at what can be put into Atlas Rubicon. With the 5D roll out we are challenged to find the time to do everything.

Mr. Knott said it must be difficult to make a report with the lack of information and results Ms. Pastor has been given. He inquired about the M-Step. Ms. Pastor said the MDE said this is the last year for the M-Step. He thanked Ms. Pastor for her report.

## **ATTENTION TO STUDENT GOVERNMENT REPRESENTATIVES**

None

### **COMMITTEE REPORTS**

Anti-Bullying-Dr. Pomponio, Ms. Green-the current incident report form, instructions and protocol policy was reviewed and will move to action at the next meeting. Tyler Clemente Foundation Day One; initiative to stop bullying before it starts on the first day of school was reviewed. The committee is looking at ideas for parents to become more involved and discussed a parent-led PTO at DMS. Ms. Green spoke of an app that was created by a school age student which allows kids to log on and find a safe table to sit at during lunch. They are looking into posters or other informational flyers to get the word out. The next meeting is Sept 26 at 9:30 a.m.

Finance-Jason Craig-Met on Sept 19 and did an overview of the audit and discussed contract modification for the superintendent. No future meeting has been set yet.

Policy-Dr. Pomponio-the committee reviewed parts of the 2000 and 3000 policy section. She and Ms. Hainrihar Chretien will track the reporting requirements for the superintendent and the board. A new sexual harassment form was discussed that will correlate with new legislation which occurred earlier this year. The next meeting will be Sept 26 at 10:30 a.m.

Mr. Knott asked the policy committee to look into a policy regarding Go-Fund Me accounts. He also asked that a fund balance amendment for our by-laws be looked into.

Ms. Hainrihar Chretien stated the Go-Fund Me policy can be covered in the Administrative Regulations which have been sent to NEOLA for printing. She does have some information on recommendations. She will wait for the regulations to return from NEOLA and then we can make changes. She will bring that information to the policy committee.

***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-The word is out we are out of deficit as of June 30, 2016. Draft audit reports were reviewed during the Finance Committee meeting. We have a positive fund balance of just over \$374,000. Mr. Georges will be at the October 4, 2016 meeting to review the final audit reports. The Michigan Department of Treasury has contacted Ms. McLachlan to get copies of the draft audit report. They will also get the final audit reports. They will discuss the next steps for the district now that we are out of deficit. We should return to the oversight of the Michigan Department of Education due to the early warning guidelines that we are under. Three weeks ago she received notification regarding the Reeck Rd. property. We have been awarded the quiet title. The title company will be notified that the exception has been cured. It had to do with the North 120' of the property. We went through all of the processes and notifications regarding this. We now have free and clear title to the entire property.

Curriculum-Ms. Pastor gave her report with her presentation.

Superintendent-Ms. Hainrihar Chretien was happy to report a smooth start to the school year. She thanked staff, parents and students for making their assistance in making it such an easy beginning. She gave a huge thank you to parents for learning the new traffic patterns at the buildings. This has created a much safer means to drop off and pick up kids. The secure entries, once they are completed, will offer for greater protection for students and staff. The paving and lights are making a much nicer experience when entering the parking lots. Roofing issues, boilers and heating units have been addressed as well as the track with much more work to come in the next year. All in all it was a great construction season.

Ms. Hairihar Chretien reviewed the Wayne County Enhancement millage that is on the November ballot. This is for 2 mills for 6 years the money goes to the school districts beginning with this school year. This is the only way a school district can request additional money from tax payers. From 2011 to 2015 the operating funds for districts in Wayne County dropped from \$485 million. Despite the budget stabilizing measures; reducing, freezing salaries and benefits and other cost saving measures this district has felt the pain of that. A school funding adequacy study concluded that each school system should have about \$8677 per student which is well above what Southgate gets from the state.

The money would be used in Southgate by reducing class sizes, hire and retain the most highly qualified staff and make additional repairs and upgrades to our facilities not covered under our current bond. If this passes Southgate would see \$1.6 million dollars over the next 6 years.

The 5D+ evaluation tool that will be used for instructional staff has 5 dimensions, the + is the last dimension which is professional collaboration. The dimensions evaluated would be; Purpose, Student Engagement, Curriculum and Pedagogy, Assessment for Student Learning, and Classroom Environment and Culture. We chose this evaluation tool very purposely, it mirrored many of the initiatives we put in place in the district previously. Ms. Hairihar Chretien reviewed the core elements. Self-assessment by teachers will be taking place in the next few weeks. A teacher chooses their 5 areas of focus in 2 to 3 domains. Observations take place 4 times a year, 2 times are 15 minute observations with a running record of what the administrator sees. The information is coded and matched to the indicators. Once the coding and scripting are done the teacher has the opportunity to respond to the "noticing and wonderings" which are directed at their areas of focus. Before the mid-year meeting a teacher can upload files, photos or any evidence. At the mid-year meeting the areas of focus can be revised if progress is being made or have more observations if they are struggling in their focus area. Training is very detailed, the bulk of the training will be done by November for staff. Much of the PD this year will be devoted to 5D+ this year.

Dr. Pomponio asked if there will be new course offerings with the Next Generation Science Standards and 5D+. Ms. Pastor said in October the ILDT will begin to look at that. Ms. Hairihar Chretien said introducing new courses may not be offered this year with the timeline.

Mr. Freitas inquired about the number of observations and the time involved for an administrator. Ms. Hairihar Chretien said there are date ranges when observations need to be complete. With our new Strategic Plan we are trying to streamline our work. The Data Walks can be done at the same time as an observation. Administrators don't have to duplicate their work. The law states there are two required observations. With the 5D+ we are required to complete the observations in order to maintain the fidelity of the evaluation or we are out of compliance.

Dr. Pomponio asked if the WiFi is password protected in the buildings. Ms. Pastor stated there is both password protected and unprotected WiFi.

## CONSENT

2016/17-30 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the August 16, 2016 Regular Board Meeting minutes.

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

2016/17-31 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the HR updates as presented.

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

2016/17-32 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the disbursements for August 2016.

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

#### **ACTION**

*Mr. Knott asked the board to address Action Items 1, 3 and 4 before going into closed session for Action Item #2.*

2016/17-33 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the Out-of-State, overnight field trip to Washington D.C. as submitted by Amy Sokolowski from Davidson Middle School.

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

2016/17-34 It was moved by Mr. Kremer supported by Dr. Pomponio, the board Approve of a wage adjustment for the superintendent recommended by the Finance Committee on September 19, 2016.

*A roll call vote was taken:*

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

*Ms. McLachlan commented with the contractual step increases for 2016/17, the superintendent's salary became lower than the highest paid administrator. The recommendation by the Finance Committee is to make her salary 3.2% higher than the highest paid administrator.*

*Mr. Craig stated this was not foreseen when the contract was first established and this is a gap that needs to be maintained. He will support this.*

*Dr. Pomponio commented that Ms. Hainrihar Chretien is well deserving of this increase but there are a lot of employees that still need to have their step or their increases and in all fairness she cannot support right now.*

*Ms. Reed stated she voted against the increase for the board stipend because there are unrepresented employees that have been here quite some time who don't get the luxury of increases. Until that happens she would move forward respectfully to do no further insult to those employees.*

2016/17-35 It was moved by Mr. Kremer supported by Dr. Pomponio, the board discuss and approve the Anderson High School student representatives Joshua Staten and Alba Ibraj for the 2016/17 school year.

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

2016/17-36 It was moved by Mr. Kremer supported by Dr. Pomponio, the board move into Closed Session to discuss consideration of parent volunteer application.

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

ENTERED CLOSED SESSION: 8:15 p.m.

2016/17-37 It was moved by Mr. Kremer supported by Dr. Pomponio, the board come out of closed session at 8:25 p.m.

*A roll call vote was taken:*

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

2016/17-38 It was moved by Mr. Kremer supported by Dr. Pomponio, the board approve the application to be a parent volunteer at Southgate Community School District.

*A roll call vote was taken:*

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

#### **EMPLOYEE REPRESENTATIVES**

None

#### **CITIZENS COMMENTS**

None

#### **INFORMATION AND ANNOUNCEMENTS**

Dr. Pomponio welcomed back students, all staff and parents and announced the 6<sup>th</sup> Annual Golf Outing on Saturday at the golf club in Southgate.

Mr. Knott announced the board training is scheduled for the superintendent evaluation on November 29, 2016 5:30 until 8:30 p.m. in council chambers. Newly elected board members will be required to take that training as well. Community Support Team members will have information sent to them by the end of September. The board self-evaluation will take place on Oct. 18, 2016- Dr. Pomponio will hand out the MASB Board Self-Evaluation and it will be reviewed the second meeting of November.

Homecoming is September 30, 2016 the board will meet at 5:00 p.m. DMS parking lot.

The delegate assembly representatives will be Dr. Pomponio, Ms. Green and Mr. Knott as the alternate. This will be placed on Action at the next meeting.

Ms. Hainrihar Chretien said the Community Support Team will begin their regular monthly meetings in October. She appreciates the difficulty of discussing a pay adjustment for anyone in the district, she appreciates the positions board members took and the support of those that were comfortable making the decision.

Mr. Knott said he hopes we can address the concerns that board members brought up about our non-represented employees in the near future.

**WORK SESSION**

None

**ADJOURNMENT**

The meeting was adjourned at 8:30 p.m.

*Respectfully submitted by: Theresa Grzechowski*

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Mark Kremer-Secretary  
Board of Education





















