



**REGULAR BOARD MEETING**

**City Council Chambers**

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

**BOARD OF  
EDUCATION**

PRESIDENT

JASON CRAIG

**DATE: April 24, 2018 7:00 p.m.**

VICE PRESIDENT

TIMOTHY O. ESTHEIMER

**BOARD MEMBERS PRESENT:** Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio

SECRETARY

DR. DARLENE L. POMPONIO

**BOARD MEMBERS EXCUSED:**

**BOARD MEMBERS UNEXCUSED:**

TREASURER

JASON R. KUPSER

**ADMINISTRATION PRESENT:** Pastor, Baker-Herring, McLachlan, Morin

**ADMINISTRATION EXCUSED:**

TRUSTEES

NEIL J. FREITAS  
ANDREW A. GREEN  
REBECCA MOSSOP

The Pledge of Allegiance was recited.

Mr. Craig read the District Mission and Vision Statements.

**REVISIONS/APPROVAL OF AGENDA:**

2017/18-141 It was moved by Dr. Pomponio supported by Mr. Estheimer, the Board revise the agenda to remove Consent Item #2-HR Update, and approve the revised agenda.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio

NO:

**ADMINISTRATION**

SUPERINTENDENT

JILL M. PASTOR

**CITIZENS COMMENTS ON DISCUSSION OR ACTION ITEMS**

None

BUSINESS AND FINANCE

DIRECTOR

THERESA MCLACHLAN, C.P.A.

**PRESENTATIONS**

DMS School Improvement-DMS Administrator Dennis Kemp, April Schuck and Rachel Rubin gave the board a presentation of the School Improvement Plan for DMS.

Ms. Schuck thanked the board for approving the D.C.

trip for 2019. This year's D.C. trip will be leaving in a few weeks and our students have been chosen to lay a wreath at the Tomb of the Unknown Soldier. Four students were chosen based on an essay contest. It is planned to have those four students come before the board for recognition of this amazing honor.

CURRICULUM/FEDERAL

PROGRAMS DIRECTOR

DR. MICHELLE BAKER-HERRING

The goals for the building are to be proficient in all 4 core subject areas. The state has eliminated proficiency targets, the building strives to grow and exceed targets that were previously set. Three main areas of focus are based on; student proficiency student growth and attendance.

The State Overall Index Score was reviewed by overall building percentages and student percentages. Component areas of; summative growth, summative proficiency, school quality/student success and summative participation.

The building overall score includes only those sub-groups (racial/ethnic, English learners, economically disadvantaged and students with disabilities) that have more than 30 or more students in each sub-group.

DIRECTOR OF

HUMAN RESOURCES

GERARD L. MORIN

Evidence of progress-Lessons are crafted to achieve higher level thinking skills and more student engagement. Common lesson plans, common task, common assessments per grade level and per department. MiStar DnA used to drive current and future curriculum based on pre/post summative data for all subjects. School wide behavior plan: THINK sheets, planner usage, Titan of the Month, PBIS, W.E.B., and Academic Behavior & Assistance. Continued use of REMIND, Google Classroom, School Website and email to communicate with families. 3 Match Specialist teaching Math Essentials as a 2<sup>nd</sup> math class for students.

Strategies-Each subject area has grade level common assessments to measure growth within each school year and uses MiStar DnA to track growth using pre/post scores and make changes to curriculum. M-Step data used to drive areas of focus. Common assessments. Learning targets. Increased amount of communication with families through REMIND, email, robo calls, google classroom and the building website. Increase student engagement due to a stronger focus on high level thinking skills. Building/district focus on success criteria. Use of research-based instructional strategies has increased overall. Most notably in the following areas; purpose, student engagement, curriculum & pedagogy, assessment for student learning and classroom environment & culture.

Current supports in place to address targets; implementation of guided academic classes for all grade levels, tiered support from math specialists, next gen standards in science,-focus on STEM type questions, all subjects have a co-taught class for students with a disability. Future supports include; MTSS specialist for math and ELA, attendance incentive and support classroom for students with a disability. The accountability index scores were reviewed for ELA and math in proficiency and growth.

Progress toward goals was reviewed specifically what is helping to achieve the goals. Professional Development focuses on higher level questioning, success criteria, growth mindset, 5D+ training. Interventions for identified students using research-based strategies through the use of small group instruction, number talks, guided academics classes concrete learning experiences, academic advisory classes. Three Math Specialists, one per grade level, teach match essentials and supplement/implement classroom instruction. MiStar DnA has been implemented in all subjects showing powerful results, and identifying specific standard base areas of deficiencies. Smaller class sizes (30 students).

The implementation of PBIS has resulted in fewer office discipline referrals and suspensions; 619 between Sept. 2016 and March 2017 compared with 474 for the period of Sept. 2017 and March 2018. At risk students have progress monitoring, check-in and check-out, staff to student mentoring-PBIS Level 1 & 2. WEB Leaders-aid in the transition of incoming 5<sup>th</sup> grader and new students to the building.

Changes for 18/19: DMS School Improvement Team will continue to focus on Learning Targets and Success Criteria that are aligned with the Michigan Common Core Standards and Next Generation Science Standard. Continuation and enhancement of 2 school-wide programs; Positive Behavior Intervention and Supports (PBIS) will be fully implemented with all three tiers, WEB (where everyone belongs). Continue to use REMIND, email, Google Classroom, daily announcements on the web and robocalls to communicate and inform families. New curriculum-Science and ELA will be meeting for collaboration on new curriculum. Advanced Match Courses changing to meet the demands of moving from M-Step to PSAT. Multi-Tiered System of Support for Students in math and English using Odysseyware. Attendance, Behavior & Grades incentive allowing student to waive their final exams each semester.

Success stories were reviewed; Student Council accomplishments, academic enhancements, National Junior Honor Society and events at DMS.

Discussion took place about PBIS, success criteria and the next gen science curriculum. Challenges and social media. The GPA of National Junior Honor Society students was commended. Forms of communication with parents.

AHS School Improvement-AHS Administrator, Duane Lyons and Kelsey Tackett presented the School Improvement Plan for AHS. Mr. Lyons commented on the student body's acceptance and welcome of him from the first day he arrived at AHS. The goals; student proficiency in math, literacy and staff will work to improve the culture and climate of AHS.

Progress toward goals-the Michigan School Index System (MSIS) percentages were reviewed in the component areas of; overall index, proficiency in ELA and math and growth in ELA and math for the years 2016/17 and the state targets for 2024-25. The graduation rate for 4, 5 and 6 years is exceeding state averages. Mr. Lyons complimented the staff for being so diligent in getting their students to this point in their lives. The district is also above the state average in school quality/student success-on track attendance and school quality/student success-advanced coursework (students dual enrolled, CTE or AP classes).

Interventions for MME testing has increased our test score, exceeding state averages. MLA (Mandatory Lunch Assistance) for Semester 1 has shown an 84% success rate for Freshmen earning all credits. 86% success rate for Sophomores, and special education students with an 89% pass rate.

Tardy Sweeps have made a dramatic decrease in tardies for students in 1<sup>st</sup> hour. A few years ago AHS had over 15,000 tardies in the building in one year. The projection for this year is fewer than 4,000. While that number may sound high, with 1200 students, 180 days a year, 6 hours a day, that makes over 2 million opportunities for students to be on time. This year our students are on time 99.7% of the time.

Incentives for students-To qualify for exam waivers; student must have four or less tardies in the semester, three or less excused absences in the semester, no unexcused absences or suspensions. Their quarter one and two grades need to be looked at by their teachers and have to be at a 75% in each quarter. The results of the comparable data for the 15/16, 16/17 and the current year were reviewed by the average of exam waivers per student.

Strategies-Standardized testing interventions, Practice SAT test for juniors, PSAT/SAT/M-Step Practice Khan Academy in core classes. The bottom 30% PSAT/SAT ELA and/or Math remediation for sophomores and juniors. Administrators met with Sophomores and Juniors who were approaching the benchmark PSAT/SAT in April to give them a little pep talk. Additional interventions; special education support room, mandatory lunch assistance, link crew, tardy sweeps, final exam waivers, 100% online education/edgenuity, algebra essential course offered to freshman, Anderson Unplugged, Titan Time Tutoring and guided academics.

The projected changes for 2017/18 have been met; expanded the interventions to include all 10<sup>th</sup> grader-bottom 30% and approaching benchmark students. Incorporated restorative practices and community building. Continued to look for ways to build in time during the school day so that students are not missing instruction for interventions/meeting/restorative practice or link crew. Math support course for students who do not pass the placement test into Algebra 1 and /or students who have not met mastered elementary/middle school content standards. Next Generation Science Standards (NGSS) adopted and a new focus for teaching and learning in science education. Early Middle College Option for 2018/19 was approved. Created a 10<sup>th</sup> grade At-Risk General Education MLA Program.

Changes necessary for the 18/19 school year-Improving SAT scores, expand the PSAT/SAT interventions to include all freshmen, sophomores and juniors (bottom 30% and those approaching benchmark). Expand restorative practices. MTSS full implemented (District Plan). Illuminate usage for Summative assessments (District Plan). Developing Anderson Unplugged to make it most beneficial to students and staff-through College and Career Readiness and Social Emotional Learning (District Plan).

Some of the success stories include; Black Culture Club established, Marching Band in Thanksgiving Day Parade, Cyber-Patriot Team, DECA and AHS Talent Show.

Discussion took place about; exam waivers, algebra essentials class, online classes, MLA and the graduation rate calculation. Challenges faced by students at AHS and the importance of building positive relationships and curriculum that addresses life skills.

### **STUDENT GOVERNMENT REPRESENTATIVES**

None

### **COMMITTEE REPORTS**

Policy-Dr. Pomponio-the committee recently met with Lusk Albertson to start the new policy process. The comparison of policies between Neola and Lusk; Neola has more content that is open to interpretation, and appear more like guidelines. Lusk provided us with the small compilation of policies predominantly law driven, 35 pages total compared to two large Neola binders. The 1000 and 9000 series were covered in this meeting.

Finance-Mr. Kupser-Next meeting tomorrow at 5:30 p.m. Agenda items, millage spending on the website, substitute teacher discussion, Reeck Road property and the independent contract audit.

Anti-Bullying-Dr. Pomponio-Agenda for the April 26 DMS parent meeting, for all middle school parents to look at bringing back the PTO to DMS. Flyers went out to all 5<sup>th</sup> grade elementary students. Okay To Say bullying reporting tool will be brought up at the meeting. Incident reporting forms, where they may be found and how to submit.

*All committees hold open meetings at Southgate's board offices or other location that will be posted. Dates of meetings, committee members, agendas and minutes are posted on the web page.*

### **DISCUSSION**

Finance-Ms. McLachlan informed the board several members of the district attended the Michigan School Business Official's 3-day conference in Detroit. There were a number of sessions with valuable updates. Those working on their certifications were able to take certification classes during this time. There was also the opportunity to meet with our vendors and look at new vendors for potential future opportunities.

Ms. McLachlan said as of June 30, 2018 we have to implement GASB 75 which is recording the districts unfunded other post-employment benefits, the health insurance provided through ORS. The system total is over 8.8 billion dollars. The districts portion is 25 million dollars. This will be added to our government wide statements.

There will be a change next year for what we pay into retirement for our defined benefit liability. It was always based on our current payroll. The system calculates what the retirement gross pay is and then we pay the required percentage. Starting next year they are going to change what that payroll amount is. She will give more explanation when she does the budget amendment. This will be hard to budget for because they are actually starting with what our 2017 payroll was, and the state's year end is different from our year end. They are still trying to decide if they are going to change the definition of current operating expenditures.

She attended a session regarding the block grant funding. This is a concern if they switch this. It will hurt the program, giving us a flat amount and not based on meals served.

Ms. McLachlan will be president next year of the Wayne County School Business Official's group. MSBO has offered a leadership orientation class for this. She and Mr. Morin attended the Thrun Law Firm school update. Updates included; with the new contracts we have to incorporate performance based compensation. We have to have a method of compensation in all the master agreements that includes job performance as a significant factor in determining compensation or additions to compensation. If we don't it means a 5% penalty of our State Aid which is a very significant amount. School elections will be this November for School Boards, during the general election. Student speech and what is considered a threat or a protest were discussed, as well as new definitions for expelling or suspending a student. There are seven mandatory factors that have to be gone through. This always applies unless the student is in possession of a firearm.

Changes in legislation for the teacher and administrator evaluations, 25% of their evaluation is currently based on student growth and assessment data, that will change to 40% for 2018/19 school year. The ISD Regional Enhancement Millage has a change in the law, charter schools including some cyber schools and ISD's for certain students are going to be eligible to receive a portion of funds from the enhancement millage for any millage's that are approved after May 15<sup>th</sup> of 2018. So when the current Wayne County Enhancement Millage goes for renewal we will be impacted by this. Right now the money is spread through all of the school districts and does not include charter schools. When it is renewed it will include charter schools.

Discussion took place about; the unfunded liability, Mipsers, the percentages and the impact it will have on us and when our professional services are bid out. The board asked to receive the updates from Thrun.

Curriculum-Dr. Baker-Herring announced the classes that again will be offered at DMS for high school credit; Algebra 1, Spanish and French 1. The departments are creating a plan for collaborating with their high school counterparts on curriculum and pacing in the near future. Graduation Alliance is a company that has begun working with Wayne RESA to target at-risk youth ages 5-21 who stopped attending high school. Mike Toschi mentioned this at this Technology Update. The former superintendent connected Len Samborski from Asher, with Graduation Alliance. This is a free online program that targets students who need another option for earning a diploma if the student has found that the face to face courses are not working for them at Asher. Students would be Southgate/Asher students and if they complete the program would receive a diploma from Asher. This is funded under section 23a: Drop Out Recovery Program, where each enrolled pupil is enrolled for an entire year-12 months and the district receives 1/5 FTE's for that enrolled student and Graduation Alliance receives \$500 per month from the district. Graduation Alliance requires regular face to face meeting with all enrolled pupils and shared some success stories based on their partnerships with other districts in Oakland County—now they are beginning to partner with more Wayne County Districts.

We are also exploring some summer school options with Graduation alliance that are possible this year. Discussion took place about; the number of students currently enrolled with this program, the funding for this program, the marketing of this program and the graduation rates.

Superintendent-Ms. Pastor updated the board on Asher and the specific requirements that Michigan Compiled Law (MCL) 380.1233 provides for individuals who serve in a counseling role in a school district or intermediate school district. Only educators who hold a School Counselor endorsement may perform any duties related to administering a school counseling program. This program includes; academic development, career development, social and emotional development, advocacy and leadership and program management and administration. We must add a person who is a certified counselor. Due to MDE guidelines regarding the counseling duties, we must reconfigure the structure of the Academic Advisor positions at Asher. Due to declining enrollment in the alternative 9-12 program and the increase in the adult program. We will be posting 3 new positions: Asher Dean of Students, Adult Education Coordinator, and Asher Alternative Education Counselor.

Counts: When looking at our K-12 enrollment (this excludes Asher and Beacon) since 2012, we have lost 462 students K-5, 265 students 6-8 and 227 students 9-12. The five year projection, just using our current student counts, the possibility exists of losing another 510 students. Ms. Pastor believes it may be time to begin the conversation about the reduction of another K-5 building. In 2013-14 we had 1,314 K-5 students in our 3 largest elementary schools. We are projected to be around 1328 for this fall. The current projected class size number average: K-3<sup>rd</sup> graders around 1-23 ratio, 4<sup>th</sup> and 5<sup>th</sup> grade 1 to 25.

Marketing: We have started a marketing campaign that includes a flyer for every household in Southgate and digital marketing from May 1<sup>st</sup> to July 1<sup>st</sup>. The campaign will include 50,000 impressions spread out over that period of time on such things as search engines, websites, social media, email and mobile apps.

School Safety Plan: Last week Gov. Snyder released a school safety plan proposal. This plan calls for \$24 million in funding for school security upgrades such as safety plans, building upgrades, identifying students, OK to Say and school resource officers.

This week is Administrative Assistants Day, Ms. Pastor extended a thank you to administrative assistants; the district appreciates what you do every day for our students and staff.

Discussion took place about the governor's safety plan.

### CITIZENS COMMENTS

None

### CONSENT

2017/18-142 It was moved by Dr. Pomponio supported by Mr. Green, the board approve the April 10, 2018 Regular Board Meeting minutes.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio

NO:

### ACTION

1. **Employee Severance Plan:** Jill Pastor explained, on February 13, 2018 the board approved offering an early severance package to qualified employees. The following language was in the plan "The Board of Education shall reserve the right to evaluate the results of the plan. If less than 15, 12 of which must be General Fund-non Act 18 funded eligible teachers, timely agree to accept the offered Plan as null and void. The board reserves the right, solely at its discretions, to waive this requirement should a lesser number of eligible teachers take this offered Plan". At this time the revocation period has ended. We have 14 that have elected. 11 of which are General Fund. We have asked ESP to recalculate our estimated savings based on not replacing any of these employees. The report is included. The new estimated savings is \$5,454,833 over 8 years.

It is recommended the board decide to accept this deviation of 1

Discussion took place about; the absorption of these positions, not replacing the teachers unless the class counts require, possible layoffs and the number of employees that have committed to this plan.

2017/18-143 It was moved by Mr. Green supported by Dr. Pomponio, the board approve the ESP-Employee Severance Plan for the 14 eligible UTS members that have elected to participate.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio

NO:

## EMPLOYEE REPRESENTATIVES

None

## INFORMATION AND ANNOUNCEMENTS

Dr. Pomponio thanked Ms. Mossop for her comments. The 7<sup>th</sup> grade DC trip will have a final mandatory meeting that will take place Tuesday, May 8<sup>th</sup> at 6:45 p.m. in the DMS gym. Track pictures have been rescheduled for Friday, May 4<sup>th</sup>. The Robotics Team will participate in the World Competition after completing two regional competitions in March. This will be held in Detroit for the first time ever. Over 400 United States teams and 40 teams from foreign countries will be at Cobo Hall. Free admission, open to the public, April 26, 27 and 28. April 18<sup>th</sup> through the 22<sup>nd</sup> the Winter Drumline Competition will be in Dayton Ohio. Dr. Pomponio offered condolences to the friends and family of Mrs. Sheryl Denman, friend and long-time public servant who will be missed.

Mr. Estheimer announced Shelters' 3<sup>rd</sup> Annual Color Run on May 6<sup>th</sup>. Projected amount of money to cover expenses is \$5000, they are having difficulty achieving this goal, please consider supporting this fundraiser. Color Run monies are due tomorrow. He will participate this year and thanked the PTO for their invitation. Next PTO meeting is Wednesday May 2<sup>nd</sup> and 6:30 p.m. Thursday May 3<sup>rd</sup> is a half day of school with an 11:30 a.m. dismissal. Fordline will have a Glow Dance this Friday at the Grecian Center. The 5<sup>th</sup> grade field trip, send off banquet plans are in the works. Texas Road House will donate 10% on Tuesday May 1<sup>st</sup> to help support Fordline's 5<sup>th</sup> grade banquet. He thanked teachers for putting on the Spell-a-Thon this year. Some students raised over \$700 each. M-Step testing began this month, so far the 5<sup>th</sup> graders have successfully completed their portion. Next week the 4<sup>th</sup> graders will take theirs and the 3<sup>rd</sup> graders a week after that. K-2 grades will included in the early literacy and math testing this week and next, they should have a good night's sleep and breakfast which always helps before testing. Art and Writing Night is coming up Wednesday, May 16<sup>th</sup> at 6:30 p.m. Student Artwork and Writing pieces will be on display. He thanked Fordline and Shelters PTO board members for their extra work and dedication this year and especially the last couple of months as they are finishing up all their fundraisers. Mr. Estheimer and Mr. Green will be attending the MASB Spring Institute in Kalamazoo this weekend with three days of CBA (Certified Board member Award program) training. This program offers school board leaders a way to develop new skills, stay up-to-date on educational issues and earn recognition for Professional Development as a school board member. Local classes already taken online have been very helpful and he is looking forward to attending the Spring Institute wrapping up the level 100 training and representing the Southgate Community School District.

Ms. Mossop announced Prom is May 11<sup>th</sup> at the Dearborn Inn from 7:00 to 11:00 p.m., tickets are on sale now, \$55 or \$60 with a professional photo. An email was sent to parents regarding conduct and dress rules. There is a Marching Band interest meeting at DMS on Friday at 6:00 p.m. Third quarter progress reports were completed, updated grades can be seen by logging into MiStar. M-Step testing is going on at the high school today and tomorrow with make-up days for students who missed the test taking. For questions about prom, or if parents didn't get the email, Mr. Lyons can be contacted at AHS.

## WORK ITEMS

- 1. Transportation Bids: Presentations and Discussions-**Theresa McLachlan introduced the two companies-Dean Transportation and Trinity Transportation. Each company gave the board a brief presentation providing an overview of their services, equipment and training. Board members asked questions of each company regarding; fleet size, process for resolving complaints/issues, consideration of our previous employees from our district or current contractor and potential opportunities to collaborate with other neighboring districts.

Members of the audience who requested the opportunity to speak during the work session were asked to return to the May 8, 2018 meeting and address the board during the public comment section of the agenda.

Special Education Director-Kelly Thomas, addressed the board expressing her concerns with Trinity transportation.

Amy Sasina-Plante Moran, provided the board with the project overview. Plante Moran met with the district staff and reviewed key information. They developed and released the RFP. Two responses were received, one from Trinity one from Dean. The proposals were analyzed and contractor interviews were held in March. Company information was compared which included; staffing, hourly rates, training and pricing. Both companies provided a budgetary estimate for regular education transportation, but his is very preliminary and is meant to give the board an idea of what transportation for regular education students may cost.

Discussion took place about field trips and penalties for missed pick-ups. The board will vote on this at the May 8, 2018 meeting.

#### **ADJOURNMENT**

2017/18-144 It was moved by Mr. Estheimer supported by Mr. Green, the board adjourn the meeting at 9:55 p.m.

YES: Craig, Estheimer, Freitas, Green, Kupser, Mossop, Pomponio

NO:

*Respectfully submitted by: Theresa Grzechowski*

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Dr. Darlene Pomponio-Secretary  
Board of Education

*For detailed conversation, Board meetings may be viewed in their entirety on our website: [www.southgateschools.com](http://www.southgateschools.com)*























