



**REGULAR BOARD MEETING**

**City Council Chambers**

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

**BOARD OF  
EDUCATION**

PRESIDENT  
REBECCA REED

**DATE: March 15, 2016**

VICE PRESIDENT  
PAUL C. KNOTT

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

SECRETARY  
DR. DARLENE L. POMPONIO

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

**BOARD MEMBERS EXCUSED:** Hayhurst

TREASURER  
W. KIRK HAYHURST

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

**ADMINISTRATION EXCUSED:**

TRUSTEES  
JASON CRAIG  
NEIL J. FREITAS  
MARK KREMER

The pledge of allegiance was recited.  
The District Mission and Vision Statements were read.

**REVISIONS/APPROVAL OF AGENDA**

2015/16-104 It was moved by Dr. Pomponio, supported by Mr. Knott  
the board approve the March 15, 2016 regular board  
meeting agenda.

**ADMINISTRATION**

SUPERINTENDENT  
LESLIE HAINRIHAR

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

**CITIZENS COMMENTS ON DISCUSSION OR ACTION ITEMS**

None

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

CURRICULUM/FEDERAL  
PROGRAMS DIRECTOR  
JILL PASTOR

**ATTENTION TO STUDENT GOVERNMENT REPRESENTATIVES**

Anderson High School Student Representative-Colin Hall-Jostens will  
be at AHS Tuesday March 22 to hand out senior announcements. AP  
students should see Mr. Oser to sign up for AP exams before March 24.  
The cost is \$92 per exam with a reduced rate of \$53 for qualifying  
students. Prom will be April 29, 2016 at the Roostertail, tickets are on  
sale now. The dress code and other information can be found on the web  
site. Students must be in school for at least 3 hours the day of prom in  
order to be eligible to attend. ROTC banquet is Friday March 18<sup>th</sup>.  
Scholarship information may be found on the website counseling department  
link.

HUMAN RESOURCES  
DIRECTOR  
MARY HILDEBRANDT

Asher Student Representative-Ashley Meyers-SACE cares Easter Baskets will be distributed March 22 from 2:00 - 7:00 p.m. Board members were invited to participate with the distribution. The community garden will receive seeds from Wayne Metro Services. Bed sponsors are being sought, the cost is \$100 the proceeds will help purchase 80 bales of hay and fertilizer for the bale garden. The Daughters of the American Revolution Scholarship program invited Asher to participate. Melanie Holland and Teri Lauber were in attendance. Student Christina Hill was the recipient of the Women of Courage award.

## **PRESENTATION**

Review of the Strategic Plan-Mike Toschi, Jill Pastor and Leslie Hainrihar reviewed the current plan, which was approved by the Board of Education in 2011. The Strategic Planning Committee is currently reviewing the plan for updating. Upon completion it will be presented to the board for approval.

The Strategic Plan framework was summarized:

- #1. We will develop and implement district-wide instructional goals that are informed by data and in the interest of student learning.
- #2. We will provide a K-12 student experience with seamless transitions that is data driven and consistent from building to building.
- #3. We will configure our schools for greatest impact on student learning and implement financial strategies to support program quality and sustainability.

The Districts Leadership Team and FIT committee were established to assist with the implementation of the Strategic Plan. Members come from Administration, the board of education, represented and non-represented employees. Members on the teams have particular knowledge and skills or hold particular positions in the district that are relevant to topics being addressed as the district accomplishes the challenging tasks of the Strategic Plan.

Employees and committees are an integral part of our financial health. The input provided by them helps us to achieve successful outcomes. Communicating goals to staff, parents, students and the community, assures accountability and increases knowledge of why hard decisions need to be made. Theresa McLachlan said she updates the FIT so they have a good understanding of the financial information. She gives them an overview and explains the numbers and where they come from.

Discussion took place regarding the membership of the committees. These committee meetings are open, board members were encouraged to attend.

The Strategic Planning Committee is currently meeting and reviewing the plan for updating. Many areas of the plan have already been implemented with regard to right sizing the district and our financial situation surrounding the deficit. The plan is a guiding document that needs to be refreshed as we meet our goals. The plan will; continue to focus on ensuring that a well-integrated K-12 experience is a top priority for the Administrative Team and to effectively communicate our goals; make greater use of student data and electronic communications to support the K-12 experience; collaboratively develop and implement financial practices that support the objectives of the Strategic Plan while ensuring that the district lives within its means.

The Strategic Plan meeting process: In order to ensure effective and timely progress on the goals embedded in the strategic plan, yearly or bi-yearly priorities for meeting focus and district-wide action will be set and communicated widely. Topic based agendas will be circulated days in advance of each meeting and identify individuals who will take the lead on each area. Shared data and material will allow the group to spend the valuable time together discussing key questions and moving toward agreement on recommendations and next steps.

### COMMITTEE REPORTS

Anti-Bullying- Will meet March 17 at noon.

Communication/ Parent Engagement-Will meet in April.

Curriculum- Will meet March 17 at 10:00 a.m.

Policy-Will meet March 17 at 11:00 a.m.

Finance-Reviewed and approved of the February 2016 disbursements. Next meeting April 14.

*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 told the board we are getting back on track financially and will return to MDE oversight from the Treasury department.

Curriculum-Ms. Pastor updated the board on the Targeted Literacy Instruction and Interventions Grant. We have been awarded \$41,745.00. The allowable expenses for the grant include; personnel, resources or materials connected to providing additional instructional time to students in grades K-3. One budget item for the grant must be professional learning connected to the additional instructional time. Estimated to spend approximately \$7000.00 on PD/Materials. Estimated to spend about \$35,000.00 on personnel to provide additional instructional time (about 300 hours per building).

Superintendent-Ms. Hainrihar covered the Strategic Plan in the presentation portion of the meeting.

### CONSENT

2015/16-105 It was moved by Dr. Pomponio supported by Mr. Knott the approve the March 1, 2016 regular board meeting minutes.

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

NO:

2015/16-106 It was moved by Dr. Pomponio supported by Mr. Knott the board approve the February 2016 disbursements.

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

NO:

2015/16-107 It was moved by Dr. Pomponio supported by Mr. Knott the board approve the HR updates as presented.

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

NO:

### ACTION

2015/16-108 It was moved by Dr. Pomponio supported by Mr. Knott the board approve the Out-of-State and overnight trips for the Southgate Rowing Club.

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

NO:

2015/16-109 It was moved by Dr. Pomponio supported by Mr. Knott the board approve School of Choice application dates for May 2 to May 31, 2016 and August 1 to August 24, 2016.

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

NO:

### EMPLOYEE REPRESENTATIVES

None

### CITIZENS COMMENTS

Mr. Larry Hill 13548 Cunningham came before the board with complaints about the parking around Grogan and particularly on his street. He stated parents dump trash on his property and drive over his lawn causing damage. When they block his driveway or park in it, they become rude and belligerent when he asks them to move.

Mr. Bob Rehahn 13626 Castle also addressed the board regarding issues with parking near Grogan. He too states parents dump trash on his lawn and park illegally. He said he has spoken to the principal and was assured letters went home asking parents to cooperate but nothing has changed.

Mr. Knott responded, we can continue to communicate with parents about being respectful, but the district does not enforce the laws or street code.

Ms. Hainrihar stated the city did pass an ordinance which will now allow the enforcing of signs around Grogan and tickets will be issued. She explained the bond project will address the drop off and pick up areas around our buildings, and that Public Safety Director Tom Coombs is meeting and working with the architects to find solutions to this problem with traffic. She did apologize for the anxiety this school related issue is causing these gentlemen and their neighborhood.

### INFORMATION AND ANNOUNCEMENTS

Dr. Pomponio urged parents to use caution around schools, obey the rules and be good role models. She updated the board on HB 33.

Mr. Kremer commented on the arrival of spring, wishing everyone well.

Ms. Reed noted there are 46 days left until seniors are done with school and the countdown has begun in her house.

Ms. Reed announced to the audience the board would be moving into the work session at 8:33 p.m.

#### **Work Session Minutes: Mr. Hayhurst arrived for the work session.**

1. Theresa McLachlan updated the board on the most recent Construction Steering Committee meeting. Some invoices have been paid and are reflected in the dashboard.

2. Leslie Hainrihar asked the Board for final comments and question on the SAHS request for an exam waiver policy. The Board supports the policy with the following questions and reservations:

- It should be a 1 year pilot to be reviewed at the conclusion of 1<sup>st</sup> semester exams of 2016/17 year.

- The slide show presentation, if used for parent information, should remove the reference to a national program of attendance interventions.
- Parents should have the option of requiring their students to take exams, regardless. A parent signature was suggested.
- Some were not comfortable that students who qualify for the waiver have a choice of taking the exam, then determining if that grade would count.

3. Theresa McLachlan provided a spending update on the athletic budget. Several board members had specific questions about line items. They will email those questions to Theresa McLachlan and she will get answers. President Reed asked for a breakdown of coaches per sport.

4. Theresa McLachlan provided an update on the bid process for custodial grounds and maintenance services. The district received 4 bids. We are expecting Plante Moran to suggest 3 for interviews. Secretary Pomponio asked why board members were not on the interview panel like they were when GCA was hired. Theresa McLachlan responded that we are following protocol recommended by Plante Moran. This is the same as was used when the Construction manager was hired. Treasurer Hayhurst responded that this was a different circumstance than before as the decision to hire GCA was attached to the board decision to privatize those services. All members of the board are invited to attend the interviews on April 6, 2016 at 1:00 p.m.

5. President Reed withdrew her request for a work session on Food Service policy issues.

6. President Reed opened a work session on Board Communication and role by stating that, per past practice, the Superintendent had communicated directly with past President Knott, then President Reed. That communication was then dispersed to other members at the discretion of the Board President. She had become increasingly uncomfortable with that practice as she felt the Superintendent was providing incomplete and "sanitized" information.

Trustee Craig expressed his similar concern citing a previous request for a copy of a coach's evaluation and other "follow up" information. Superintendent Hainrihar responded that it would be improper to provide personnel records to Board members; that others had concurred in the past. Trustee Craig asked about FOIA forms and was directed to the website. A brief conversation ensued among several Board members about communication concerns between the Board and the Superintendent, and a general desire to have all members included in all communication. Trustee Craig asked Superintendent Hainrihar if she would be willing to do that. She responded that she would communicate with the Board in any manner she was directed, as she had been doing currently.

The conversation then turned to questions and concerns raised by members of the Board about a video that high school students had viewed on a teachers phone, the circumstances of that incident, the nature of discipline the teacher received, whether the video was pornographic, the counsel given to the district by Thrun Law Firm and the decisions made by the Superintendent. This writer admits being unable to capture all of the ensuing conversation but will attempt to capture the main points.

- Some members of the Board disagree with the way the entire incident was handled by Superintendent Hainrihar and Anderson administration.
- Some members of the board disagree with the counsel provided by Thrun Law Firm.
- Superintendent Hainrihar was questioned about some specifics of the incident but stated she was unable to respond without violating the privacy of students.
- Some members of the Board stated they have lost trust in the ability of Superintendent Hainrihar to run the district.
- Some members of the Board question the character of Superintendent Hainrihar.

- Superintendent Hainrihar responded that if Board members question her performance it should be addressed in a mid-year performance review. Concerns should be presented to the Superintendent and she should have an opportunity to respond.
- Members of the audience were allowed to comment and express their opinions of the incident and Superintendent Hainrihar.
- Members of the Board disagreed with each other on many occasions during the discussion.

**ADJOURNMENT**

Meeting was adjourned at 10:21 p.m.

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Dr. Darlene Pomponio-Secretary  
Board of Education

*4/14/2016 As of this date there have been no revisions/amended items presented to me, as requested in the motion made by Dr. Pomponio, supported by Mr. Knott at the April 5, 2016 meeting: Motion 2015/16 #113.*

*I respectfully re-submit the minutes from the March 15, 2016 Regular Board meeting, I originally presented to the board for approval on April 5, 2016 at the Regular Board Meeting.*

*Theresa Grzechowski*









