



**REGULAR BOARD MEETING**

**City Council Chambers**

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

**BOARD OF  
EDUCATION**

PRESIDENT

JASON CRAIG

**DATE: May 8, 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:**

2017/18-145 It was moved by Mr. Kupser supported by Dr. Pomponio, the board approve the May 8, 2018 Regular Board Meeting 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**

Asher School Improvement-Director of Asher Adult and Community Education, Len Samborski, Allyson Zanetti, Jennifer Geiss gave the board a power point presentation on Asher's School Improvement.

CURRICULUM/FEDERAL  
PROGRAMS DIRECTOR  
DR. MICHELLE BAKER-HERRING

Goals: 1. Increase the graduation rate 25% each year by improving student attendance and retention and increasing student growth in reading and mathematics. 2. Improve the Asher School Culture by changing the perception of Asher students and the Adult & Community Education programs. 3. Improve the instructional capacity of Asher Staff through continued and more effective use of 5D+ by staff/administration. 4. Increase GED/HSE success rate by 25% each year by improving the instructional model to better meet student needs. 5. Provide students seamless transitions to post-secondary career training programs.

DIRECTOR OF  
HUMAN RESOURCES  
GERARD L. MORIN

Progress toward goals; there are approximately 118 high school student's ages 16 to 22 yrs. old, 60 are on track to graduate in June. 600 Adult students have enrolled in our ABE/GED/HAS Programs. 23 have earned a GED, 15 passed 3 parts, 10 passed 2 parts, 11 passed 1 part of the four-part official GED test. We have 200 adult ESL students, 1000 Community Education/Leisure Class adult students. We are in partnership with Downriver Community Council-Michigan Works and Graduation Alliance. There is also an increase in the level of State and Federal Adult Education/WIOA funding.

The evidence of progress: While there are less students enrolling in the alternative education program, Asher is graduating more of them. A rubric is used to determine acceptance into the program. This program is not a good fit for everyone who wants to attend, only those that are serious about their education are enrolled. GED goal is to graduate 45 full GED graduates by June. Enrollment is increasing in ABE/GED/ESL. We have community partnerships with MWA, SEMCA, MRS (Michigan Rehabilitative Services). Asher students and Building Culture; students and staff are saying how much more comfortable the environment is. PD, restorative practices and buy-in from the staff have contributed to a decrease in fighting and suspensions.

Strategies: Asher P.R.I.D.E has made a significant difference in the culture of the building. Restorative Practices/Circles Training to help build positive student relationships. GED instructional coaching for teachers and focus on differentiated instruction. 5D+ observations and evaluations is working. On site workforce readiness training, recently hired a workforce coordinator in the evening to help with that transition which is a requirement for some of the grants received this year.

Accountability Index: How we address the targets-Asher High School enrollment rubric. A social worker, advisor and Mr. Samborski interview the parent/guardian and student going through rubric and score the responses. This allows the staff to get a feel for the student's ability to be successful. Students who may not do well during the interview process are invited back the following semester, some students come back a little bit older and a little bit more mature and more ready to enroll. All high school students are on a 4, 5 or 6 year cohort and are being tracked. It counts against the program if they cannot graduate within 6 years. Those students are worked with to transition to a GED program. 98% of the universities in this country accept GED's. Asher chats are teacher-led professional learning communities, this is on a voluntary basis where teachers meet together. There are twice-monthly trips to DDC/Michigan Works for Career Building Skills and the recent addition of a part-time Workforce Readiness Coordinator. Collaboration with DDS/MWA, MRS> SEMCA, Wayne County CAN, WSU Trio and improved post-secondary career services.

Progress toward Goals; staff has clear expectations, implementation of 5D+ and PD for Asher staff. Improved marketing strategies and increased community partnerships and opportunities for students and Asher graduates.

Some changes for 2018/19; additional schedule changes and staffing, additional ABE/GED/ESL Adult Education Class offerings, changes to the current Edgenuity Virtual School Platform. Expansion of the Graduation Alliance program, increased marketing outside of the district. Increased collaboration with community partners.

Success Stories; Asher P.R.I.D.E. program, expansion of the ABE/GED/ESL program and number of graduates. The college and career training opportunities available to Asher graduates (MWA, TRiO, American Red Cross CNA), Graduation Alliance, upgraded technology and infrastructure at Asher (Parking lot, roof, sign and community garden). The students bring a positive attitude and the environment is more positive.

Ms. Zanetti and Ms. Geiss spoke on the Asher P.R.I.D.E. Program. During Asher Chat (which provides staff the opportunity to meet and have discussions) the need for having a behavior rubric was discussed which is how the P.R.I.D.E. Program came about. P-personal responsibility, R-respect, I-integrity, D-determination, E-empathy. The program overview included the behavior expectations in classrooms, hallways and public areas. The level of offenses and consequences for violating the program were reviewed. This common value system will continue to be beneficial for everyday life. A common language is shared throughout the building by all staff members so students clearly know their expectations.

PRIDE topics are reviewed monthly, there is an Asher student of the month with an Asher PRIDE assembly and prizes are awarded. Prizes are donated by businesses and members of the community. The building is undergoing updating with new furniture, clean-up of the courtyard and students are coming forward offering to help with these projects. Marc Hanson and Abigail Genig worked on a new motto for Asher: Transforming Lives For a Better Future. Social Worker, Charla Ross and teacher consultant, Jessica Brancheau created the behavior rubric. The rubric and behavior flow chart were shared with the board members. A Think Sheet is given to students so they can think about their behavior and how to correct it, this relates to the restorative practices.

Board members complimented Asher on their successes and the positive progress being made with the program.

Beacon School Improvement-Jennifer Hill, Principal and Matthew Lucas, Assistant Principal of Beacon Day Treatment gave the board their school improvement presentation. Beacon services Southgate as well as 21 other districts for their emotionally impaired children. Beacon is a last resort when a district has exhausted their continuum of services. 164 students are currently enrolled in the K-12 program. The goal at Beacon is to bring the children in from their existing district, help them, give them the tools for their social/emotional needs and get them back into their regular district within 18 to 24 months. This time may be longer or quicker.

While wanting to accomplish rigorous academic goals in reading, writing and math, there are also a lot of social and emotional aspects of the student's day. Those social and emotional goals are met through behavior intervention supports or PBIS. Monthly PBIS meetings and trainings help with those goals. Without strong emotional support, academics cannot be focused on without addressing those needs first. Many of the students have suffered a lot of trauma in their life.

When students arrive at school they are all served breakfast right away. There is then a 45 minute block of time called personal adjustment. This is a time for students to get things off their chest, talk to social workers and peers.

Students are pre and post-tested in the fall and again in the spring in language arts. In the middle school the scores don't show as much improvement, but this is also the grade level with a lot of back and forth between the student's home district and Beacon. The MWA tests the students' current skill level and takes students from that point and moves them forward. Math levels, again in the 6-7 and 8<sup>th</sup> grades, shows little progress. This can be directly related to the developmental and emotional stage they are at. Reading is tested separately from language arts. In 9<sup>th</sup> grade they are a bit below the line, but good progress is being seen with the rest.

Changes necessary for 18/19; expand the use of PBIS and other data to make more of our decisions. Concerted effort among all staff to decrease suspensions through restorative practices. Continue to celebrate student and staff accomplishments on a larger scale. Students appreciate having their successes celebrated. Improve the relationship with the universities to foster a higher caliber level of training and higher caliber of staff when we bring substitute teachers or groom young teachers to move into our English, Social Studies or Math positions. Teachers not only have to be highly qualified, they need an emotional endorsement as well; this can be difficult. Teaching assistants are encouraged to get their degrees so they can fill positions caused by retirements.

What is going well to help achieve goals; positive relationship with UMS-the music department through University of Michigan. Jill Ross was honored as their Teacher of The Year last year. Good relationship with sending districts. Beacon works hard to repair the relationship between the students and their sending district. Increased collaboration with the high school staff at Beacon, giving teachers common planning hours. Beacon has high achieving teachers who are accelerating at the

growth rate for our 5D+. Students are mastering academic goal settings every day when they go into group they have to write a goal for themselves on their point sheet. Some write a behavior goals which help them move toward the academics. Build and foster relationships with the community. Gabrielle Popp has spent the last 8 months in New Zealand studying as a day treatment program. She has applied for admittance to a doctoral program.

Ms. Hill commented that while the students at Beacon are in a sheltered environment Beacon tries to expose them to real world situations as they head back to their sending district. The students visit Michigan Career and Technical Institute through an MRS grant. They get a chance to see there are programs out there that once they have their diploma they could attend there. Some students may not be on track to go to college but this is a great alternative. Two former Beacon students attend MCTI. Michigan Rehabilitative Services come into Beacon once a month for job training as well as career planning and helping find them summer jobs. Beacon has an annual career day the students look forward to. The food bank came in and taught nutrition and meal prep and helped the kids cook a meal. Students with needs have benefited from a clothes closet, food pantry and also help provide Christmas gifts for those in need.

PBIS is the backbone of their program. Positive behavior incentives with a point store keep the kids excited to earn points and go shopping. The PBIS committee assures Beacon is up to date on their practices. Reading and Math scores were reviewed and interventions explained. The Bus Breakfast is an incentive for students to not get any bus write ups. Some students may be on the bus for up to 2hours to get to school, which is a lot of time for students with the challenges that Beacons students face. Thanksgiving Feast and Senior Breakfast are other rewarding events students enjoy.

Mr. Lucas created Beacon Day Parents; this is a way of showing parents how the program operates, how behavior is managed and emergencies are handled. This has been helpful for the parents, they need support too.

May 24, 2018 is graduation with 9 students on track to graduate. A yearly carnival that ties in with social learning and PBIS, is planned and students are starting to earn their tickets. Students earn tickets when they are 'caught being good'.

Board members complimented Ms. Hill and Mr. Lucas on the Beacon Program.

#### **STUDENT GOVERNMENT REPRESENTATIVES**

None

#### **COMMITTEE REPORTS**

Policy-Dr. Pomponio- May 15 they will meet again with Lusk Albertson.

Finance-Mr. Kupser-April 25 the committee met, millage transparency on the website was discussed, and clarity on what the millage money was spent on. Cost information on substitute teachers was reviewed. The 5-Year Plan and cost implications were discussed. The Reeck Road property was a new item and will be on work session tonight. Independent contractor audit in relation to EduStaff employees pay and budget for next year was looked at. Mr. Kupser was re-appointed the chair of this committee. Next meeting May 23, 2018.

Anti-Bullying-Dr. Pomponio- DMS parent meeting had to be rescheduled and is yet to be determined. Unofficially Ms. Mossop has been elected the chair for this committee.

*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 followed up on the independent contractor status; as a CPA and working with the IRS for 25 years, there are a lot of points the IRS looks at to be sure we are classifying someone correctly as an independent contractor and employee. Over time the district has paid certain positions through EduStaff or previously PESG as a money saving effort. Correction of that is needed for reasons including; IRS law, Labor Law and an ORS audit. If employees are not classified correctly we have to correct and pay retirement on those wages. We would pay penalty and interest. Coaches who are employees of the district should be paid through the district. She will correct and roll this into the 18/19 Budget. Discussion took place regarding contracting employees through EduStaff and ORS rules.

Curriculum-Dr. Baker-Herring reported the district is in the second half of the testing window K-2 is finishing up their Early Literacy and Mathematics testing. Grades 3-4, 6 and 7 continue with their M-Step. Some students are already getting their SAT and PSAT scores back, district scores are not back yet. She shared information on Open Education Resources or OER; a teaching, learning and research resources that reside in the public domain or have been released under an intellectual property license that permits their free use and re-purposing by others. OER include full courses, course material, modules, textbooks, streaming videos, tests, software and any other tools, materials or techniques used to support access to knowledge.

Dr. Baker-Herring became interested in this after hearing from two school districts that have moved 100% to OER for all of their curriculum materials. She has attended conferences, breakout sessions and done some research on this; it is actually a national movement and Michigan is participating in this initiative with the #GoOpen Michigan. Through the #GoOpen initiative, the U.S. Department of Education supports states, districts and educators using openly licensed educational materials to transform teaching and learning. Open educational resources give educators the ability to adapt instructional resources to the individual needs of their students, to ensure that resources are up-to-date, and to ensure that cost is not a barrier to accessing high-quality, standards-aligned resources.

Dr. Baker-Herring believes not only is this topic of interest to her, it has now become necessary that we explore these options with the recent bid for middle school science curriculum and materials of \$300,000. It is her goal to begin exploring OER's and shifting our philosophy of purchasing hard copies of textbooks to purchasing mobile devices and moving in the direction of a 1:1 learning environment where we can utilize open educational resources. Rather than investing curriculum funds in textbooks, we can invest the funds in chromebook carts for teachers and classrooms, and invest in providing time for our teachers to personalize learning for our students and support opportunities to curate, create, adapt and share OER.

Superintendent-Ms. Pastor announced State Superintendent Brian Whiston passed away last night following a battle with cancer and our thoughts and prayers go out to his family. The district was just informed today the Northeast corner of McCann and Leroy will be under construction, lasting 8 to 10 days. Leroy opened today, but when traveling down McCann from Eureka you will not be able to get to the High School or Allen Elementary. Parents are being notified by email of this road closure. MHSAA contacted Mr. Pinkowski and invited Southgate to host the quarter final games for Division three baseball and softball on Saturday June 12, 2018. This is an honor to host this, the district has accepted. This is in part due to the great condition of our fields after the upgrades from the passage of the bond. Asher will be hosting a blood drive May 10 from 9:00 a.m. until 3:00 p.m., community members, staff are invited to sign up to donate.

This is Teacher Appreciation Week, we switch it to Staff Appreciation because we want to recognize all the little things our staff does to make a difference for our students on a daily basis. We really do want all staff to contribute to making Southgate the best choice for students and parents. She wished everyone a Happy Staff Appreciation Week.

## CITIZENS COMMENTS

None

## CONSENT

2017/18-146 It was moved by Dr. Pomponio supported by Mr. Kupser, the board approve the April 24, 2018 Regular Board Meeting minutes and the disbursements for April 2018.

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

NO:

## ACTION

1. **Award of Transportation RFP:** Theresa McLachlan reviewed information with the board; the RFP was issued on February 6, 2018 to seven companies, received two responses and interviewed those two companies on March 26, 2018. Presentations were made to the Board of Education on April 24, 2018. We requested a bid for a three year contract, Trinity Transportation provided that information, Dean provided a five year without all the necessary detail. The selection committee made the decision to go back to both companies and get both sets of comparable information. Trinity provided a 5 year bid and Dean provided a 3 year bid. Ms. McLachlan reviewed the bids, Trinity was lower in both the 3 and 5 year bids. Years 4 and 5 had no increase from the 3 year bid. Routing information was reviewed for special education and athletics. A 2 hour minimum was quoted by Trinity, a 4 hour minimum was quoted by Dean. Reference check information was reviewed. Sedan services; Trinity maintains a fleet, Dean subcontracts with Metro Cars. Based on the bids received, the information from Plante Moran's Transportation Sourcing Analysis, interviews and preceding information, Ms. McLachlan's recommendation is that the Board award Trinity Transportation the transportation services contract effective July 1, 2018 for a term of three years. This would be contingent on successful contract negotiations and continued progress on the issues discussed previously. A letter from Plante Moran also provided the same recommendation.

Board members asked questions about the calculation of route miles, summary pricing, estimation of field trip and special education transportation. Issues the district has had with Trinity and a three year contract versus a 5 year contract were discussed at length. Board members spoke of the cost differences between the two companies and justifying the decision to award the contract to the higher bid.

2017/18-147 It was moved by Mr. Estheimer supported by Dr. Pomponio, the board award Trinity Transportation the contract for transportation services for a period of three years, Effective July 1, 2018.

Board members expressed their opinions about the negative issues and complaints With Trinity Transportation, their drivers and the manner in which corrections were addressed when issues occurred. Board members discussed the need to put our students first over awarding a contract to a lower bidder.

*Roll call vote was taken:*

YES: Green

NO: Craig, Estheimer, Freitas, Kupser, Mossop, Pomponio

**Motion Failed**

2017/18-148 It was moved by Dr. Pomponio supported by Mr. Kupser, the board award Dean Transportation the contract for transportation services for three years effective July 1, 2018.

Mr. Green went on record to say he thinks we are making some serious assumptions.

*Roll call vote was taken:*

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

NO: Green

2. **HR Update:** Ms. Pastor explained to the board they are being asked to approve the HR report as a separate action agenda item at this meeting because it contains lay-off information. Due to the Early Severance Plan opportunity, we were able to minimize the lay-offs. We were conservative with staffing and will look at class size numbers after the first Friday (Friday September 7, 2018) to help determine what changes might be needed. Board members have the names of the laid off teachers on the HR report. Those names and their respective positions are considered confidential. Those affected will receive their notice on Wednesday. Building administrators will deliver the letters personally.

Dr. Pomponio acknowledged her respect for Mr. Toschi, has been honored to work with him and wished him well on his retirement.

2017/18-149 It was moved by Dr. Pomponio supported by Mr. Green, the board approve the 5/8/18 Human Resources report that includes the lay-off of one current full-time teacher for the 2018-19 school year.

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

NO:

3. **Wayne RESA Preliminary Budget:** Ms. Pastor explained to the board they are being asked to approve the 2018-19 Wayne RESA Budget. This is required by the ISD for every school member district in Wayne County in order for them to move forward with their fiscal year.

2017/18-150 It was moved by Mr. Green supported by Mr. Estheimer:

**WHEREAS:**

This board received the Wayne RESA General Fund Operating Budget on or before May 1, 2018 And

**WHEREAS:**

In accordance with Section 380.624 of the Revised School Code, this Board must adopt a resolution expressing its support or disapproval of the proposed Wayne RESA budget, and must submit to the Wayne RESA Board any specific objections and/or proposed changes the Board may have to the budget prior to June 1, 2018.

**THEREFORE, BE IT RESOLVED THAT:**

The Wayne RESA General Fund Operating Budget for the 2018-2019 School year be supported, and that the Secretary of the Board is hereby directed to submit a copy of this resolution to the Secretary of the Wayne RESA Board of Education, along with comments.

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

NO:

## EMPLOYEE REPRESENTATIVES

None

## INFORMATION AND ANNOUNCEMENTS

Mr. Estheimer-This is Teacher Appreciation Day and he thanked teachers, expressing his appreciation for all they do. He also wished the retirees a happy retirement.

Dr. Pomponio thanked the teachers and expressed her appreciation for them. She also acknowledged the passing of her friend and colleague, Brian Whiston, offering her sympathy to his family.

Mr. Green wished his fellow teachers and Mr. Freitas a Happy Teacher Appreciation Week. He announced Grogan is having their Talent Show tomorrow at 6:30 p.m. in the Anderson Auditorium. He encouraged parents to attend to support the kids as they perform.

Ms. Mossop wished the seniors attending prom on Friday an excellent time and encouraged them to be safe and cautious and is looking forward to seeing the pictures from that event.

## WORK ITEMS

1. Reeck Road Property: Ms. McLachlan explained this is being brought to the board at the recommendation of the Finance Committee. This property had an offer to purchase in 2015 for purposes of building a nursing home facility, which would have replaced the current Southgate Manor on Trenton Rd. For a variety of reasons the purchaser pulled out of that agreement. At that time the property was listed for one year from October 2015 to October 2016. There was also an issue when we had the offer from the purchaser, we did not have full title to the entire 11.6 acres. That has been rectified and we have title to the full property.

The board at that time had expressed their wish to use that property for residential development. Van Esley Real Estate contacted Ms. McLachlan just before Christmas, they specialize in finding property's for purchasers. They had an interested party for the Reeck Road property for residential development. She explained the process to them and it was some months before she heard back from them. They contacted her again and said they had a purchaser interested in the property for a nursing home facility. She explained this was not in line with the boards goals. They also asked if we were interested in listing the property with them. She brought this to the Finance Committee to make sure these were still the board's goals; the priority for the property is for residential development and if the board wanted to consider listing the property with this real estate broker. This company specializes in finding properties for developers.

Discussion took place regarding the zoning of the property, the interested purchaser of this property and the intent of the board to list it or not. The board expressed concerns about this real estate company approaching the district to sell the property. It already is for sale and if someone was interested they could contact the district. The taxes, cost to upkeep and insurance on the property were discussed. The board did not feel the need to have a company list the property at this time.



**ADJOURNMENT**

2017/18-151 It was moved by Mr. Estheimer supported by Mr. Kupser, the board adjourn the meeting at 8:59 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)*





















