



**REGULAR BOARD MEETING**

**City Council Chambers**

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

**BOARD OF  
EDUCATION**

PRESIDENT

PAUL C. KNOTT

**DATE: October 7, 2014**

VICE PRESIDENT

REBECCA REED-HALL

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

SECRETARY

DR. DARLENE L. POMONIO

**BOARD MEMBERS PRESENT:** Hayhurst, Knott, Murray, Owen, Pomponio, Reed-Hall

TREASURER

W. KIRK HAYHURST

**BOARD MEMBERS EXCUSED:** Craig

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

TRUSTEES

JASON CRAIG  
SUE MURRAY  
PATRICK OWEN

**ADMINISTRATION EXCUSED:**

The pledge of allegiance was recited.  
President Knott read the District Mission and Vision Statement.

**ADMINISTRATION**

**REVISIONS/APPROVAL OF AGENDA**

SUPERINTENDENT

LESLIE HAINRIHAR

2014/15-268 It was moved by Dr. Pomponio, supported by Ms. Reed-Hall that the board amend the agenda to include Item B-1, Swearing in of Candidate.

YES: Hayhurst, Knott, Murray, Pomponio, Reed-Hall

NO:

BUSINESS AND FINANCE

DIRECTOR

THERESA MCLACHLAN, C.P.A.

2014/15-269 It was moved by Dr. Pomponio, supported by Ms. Reed-Hall that the board approve the amended agenda for the October 7, 2014 Regular Board Meeting.

YES: Hayhurst, Knott, Murray, Pomponio, Reed-Hall

NO:

CURRICULUM/FEDERAL

PROGRAMS DIRECTOR

JILL PASTOR

HUMAN RESOURCES

DIRECTOR

MARY HILDEBRANDT

**SWEARING IN OF CANDIDATE**

Southgate City Clerk, Jan Ferencz conducted the swearing in of new Board Appointee Patrick Owen.

**CITIZENS COMMENTS ON DISCUSSION OR ACTION ITEMS**

None

### **ATTENTION TO STUDENT GOVERNMENT REPRESENTATIVES**

Anderson High School Student Representative-Ms. Frank reported to the board that Anderson's Library will be taking non-perishable food items, for the Asher food bank, in lieu of money, to pay library fines for the month of October. The Haunted Auditorium will be open Oct 23, 24 and 30<sup>th</sup>. Conferences will be Oct 9<sup>th</sup>. Freshman tailgate will be held Oct 16.

Anderson High School Student Representative-Mr. Swinehart gave an update on the sporting events occurring during the next few weeks.

Asher Student Representative-Mr. Kremer congratulated Mr. Owen on his appointment to the board. Asher conferences will be held Oct 24. Student Council held their first meeting. They are planning Halloween activities for the day care and decorating the courtyard.

### **PRESENTATIONS**

Secondary Summer School: Kelsey Romanik-Summer School Principal and Dawn Olson presented the board with an update on the Summer School Program at AHS. Summer school staff included Mr. Garland as security coordinator, Ms. McNees as the Administrative Assistant, Ms. Olson was the counselor. Eight certified teachers and several U of M interns were on staff to assist students.

Middle School offerings were Math, English, Science and History. High School offered Biology & Chemistry for the Science credit; Economics, World History, U.S. History and Civics for the History credit; English Language Arts and American Literature for the English credit; Geometry A & B, Algebra 1B, Algebra 2A and 2B for the Math credit. There were not enough students for Algebra 1A so 3 students were asked to pick another class.

The philosophy for secondary summer school included student meetings, staff presence in the hallways, parent contact and attendance. Emphasis was placed on being academically supportive to students, but putting the ultimate responsibility on the students.

Student services included counseling, 31A scholarship that allowed students to afford summer school. UofM interns provided support with testing accommodations. Students had breakfast and lunch available to them through the Free Food Program.

Ms. Romanik would come in early for attendance makeup. Students were required to arrive 1 hour before class to make up time missed. There was an ice cream social as an incentive.

The budget was reviewed; the grant paid for \$18,685.00, tuition was \$11,470.00, students who did not qualify for 31A scholarship paid \$4,625.00 for a total of \$34,780.00. The staff payroll for six weeks totaled \$26,264.64 for 8 teachers, 1 security person, 1 Administrative Assistant and 1 Administrator; leaving a balance of \$8515.36.

To sum it up Ms. Romanik found a quote: "Success is not just about what you accomplish in your life, it's about what you inspire others to do." She said this was their goal, to inspire non-average kids to get to school and achieve their credits. 179 courses were taken and only 5 were failures.

Ms. Murray asked about the students who were not able to take Algebra 1. Ms. Olson stated the students also needed to make up other courses which were offered. The Algebra 1 course was available for them to take this semester when school began.

Ms. Hainrihar commented that as she visited summer school she witnessed students being welcomed each day by Ms. Romanik, Ms. Olson and Ms. McNees. Students were surrounded with love and support and high expectations. In her opinion it was quite admirable.

Mr. Owen asked about the time frame of summer school. Ms. Romanik stated it was a Monday through Thursday program that lasted 6 weeks. There was an a.m. and p.m. class that ran for 2 hours 25 minutes. Ms. Olson commented that this program helps save many of our students and puts them back on track for graduation.

Ms. Reed-Hall questioned the salary amount of \$26,264.64 if that was one salary. Ms. Romanik stated that covered the teachers, support staff and her salary.

Mr. Owen questioned if 31A is a recurring grant opportunity. Ms. Hainrihar said the grant continues from year to year and the district determines how to disburse those funds.

Athletic Department Budget: Athletic Director-Dave Pinkowski reviewed with the board the Athletic Department Budget as well as the \$75,000.00 cut that was required by the deficit elimination. Mr. Pinkowski met with Ms. Hainrihar to review where the cuts could be made without cutting programs. Some of the burden of what has been reduced will be placed on the teams, parents and boosters, but he commented that it is incredible we were able to save our programs.

The board members were given a detailed packet with expenses by program, comparison studies from 2013/14 and financial breakdowns by sports program. Savings will be seen in the transportation costs, event workers, and salaries for coaches, which now will be paid through the PESG Company. The elimination of the trainer position is a cost savings of \$20,614.08

On the revenue side; activities fees are now a standard, one price point of \$5 per ticket. Gate receipts vary each year depending on weather, schedule changes and the amount of MHSAA events we host. Southgate Anderson is scheduled to host MHSAA district tournaments for volleyball, boy's basketball, and competitive cheer. In addition we will most likely be assigned an MHSAA event for wrestling and baseball/softball. All expenses are paid for by the MHSAA to run their tournaments. Southgate receives a portion of the gate receipts as well.

He has been working with Ms. McLachlan to monitor the planned spending for this year to make sure we stay within our budget, reviewing month to month, season to season.

Dr. Pomponio, asked if the budget includes Middle School and the High School and what the total amount of reductions have been made. Mr. Pinkowski stated this is for both schools and the cuts total \$77,824.28. Most of the cost savings have been seen in the transportation and event worker's pay.

Mr. Hayhurst questioned the savings we are seeing by changing from TSS to PESG. Ms. McLachlan said we are realizing those savings because coaches are being paid through a 1099 instead of a W2 and the fees are lower.

Mr. Pinkowski invited board members to contact him at any time with questions. He has all of the Purchase Orders from last year for review if anyone was interested.

Dr. Pomponio asked about Dick Genthe's sponsorship with the district. Mr. Pinkowski stated they donated football equipment at a cost of \$2114.00. Ms. Hainrihar said the company wants to become more involved within the community.

## **DISCUSSION**

Finance Report- Theresa McLachlan reported to the board that the purchaser of the property on Howard has requested the closing date be changed from April 2015 to June 2015. This does change the timing of the benefit that the sale brings to the General Fund on a per year basis we will have less during 2014, but we will still have the same end result at the end of the 2017/18. We saw no problem moving forward with their request.

Good news from Lansing, Michigan Department of Education has approved the DEP we submitted on August 8<sup>th</sup> with contingencies. That includes granting us one additional year to eliminate the deficit. Our 5<sup>th</sup> year is this year and it has now been extended to June 30, 2016. Most of the contingencies are normal guidelines we have been operating under with the DEP. Additional contingency is that we submit pupil count information one week after the count day. Our count day was Oct 1; we need to submit by Oct 8<sup>th</sup>. Mr. Toschi and his staff are working hard to get accurate numbers to report to the state.

Ms. McLachlan wanted to inform the board and public that the Renewal for the Districts Operating Millage, that will appear on the ballot November 4<sup>th</sup> this year, is asking for a renewal of the district's 18 mil non-operating millage. The last time this was voted on was 20 years ago. This millage is assessed on business, industrial and commercial property, and property that is not the owner's principal residence such as rental homes and apartment complexes. Under Michigan Law, even though the millage is not assessed on an individual's principal residence the voters still must approve the renewal.

The 18 mils represents 10.5% of the district's General Fund revenue which is approximately 4.5 million dollars on an annual basis. The ballot language states the amount being renewed is 18.1262 mills. However, only 18 mils will be levied if the voters approve the renewal. The additional mils would be available so that the district would still be able to levy the 18mils annually if in any year we have to reduce the original 18mils if the taxable value goes up by more than the rate of inflation which is referred to as the Headlee Rollback.

The renewal is for ten years and the state of Michigan assumes that every school district will assess the 18 mils. so that amount is subtracted from each districts payment of the state aid foundation allowance. Our operating millage is not in addition to the state aid that we get. If the renewal is rejected the state does not make up the difference and the district will lose this funding. This would have a detrimental effect on the operations of the district and our DEP. Failure to renew the plan over the course of the 10 years is the equivalent to losing \$45 million. The millage renewal is very important for our district and the education of our children. We want to make sure that everyone knows that this is a renewal and that this does not affect the property taxes on the principal residence. There will be no change in their property tax bills because of the renewal. She encouraged anyone to contact the business office if they had any questions.

Superintendent's Report- Ms. Hainrihar reported that our preliminary numbers indicate that our student enrollment will be down 130 students K through 12. We will be about the same numbers with Beacon, Transitions and our private non-public schools. Asher continues to calculate their numbers.

Ms. Hainrihar shared her quarterly report on her progress toward her goals to date. She has reviewed teacher/administrator evaluations and determined which areas were not in compliance with the current law. With Mary Hildebrant's assistance, components and language have been added to bring us into compliance. New time lines and procedures have been developed and an implementation plan to insure all employees on a professional growth plan have adequate training, has begun.

This past week a new observation form has been finalized, developed by a committee of teachers and administrators. She has developed Sample Best Practice Goals, Sample Final Evaluations and Support Materials for teacher evaluations.

Over the summer with the assistance of Mr. Toschi, students who withdrew from the district within the 2013/14 school year were identified. Administrators from the district assisted in making calls to these families to determine why they have withdrawn and whether they would be interested in returning. Many families left the area, but we were able to enroll quite a few students. This activity also led her to request an additional School of Choice Application period. These activities have helped reduce the projected loss of 250 students to where we currently are which is 130 K-12.

In the area of the Districts Strategic Plan; she has met with Instructional Leadership and Data Team, and met with the Financial Input Team. The accomplishments she shares tonight reflect her commitment to the Goals of the Strategic Plan that was adopted in 2011.

Professional Development and Instructional Practice; before school began Jill Pastor and Ms. Hainrihar met to finalize the districts Professional Development schedule. It focused on all buildings School Improvement Plans and also focuses on student engagement and higher order thinking.

In August Ms. Hainrihar led a half day Professional Development that provided an overview of professional growth, evaluation plans as well as training in instructional strategies that will increase student engagement. All of the administrative staff meetings now include a professional development component. Building and Program administrators are required to lead 4 professional development sessions with staff that will include instruction and modeling of strategies that will increase student engagement and higher order thinking.

DEP; In June she implemented several actions that were included in the 2013/14 DEP but had not been acted upon. In order to remain in compliance with the 13/14 DEP she eliminated one administrative position and one administrative assistant position. Those staff reductions required plans to reassign duties and personnel in order to meet the responsibilities of our district and our students. In order to meet our requirements for the current DEP she negotiated, with the assistance of Theresa McLachlan, tentative agreements with all of our bargaining units. All of the TA's have been ratified and represent significant wage concessions for those groups. Concessions have been imposed on all of our employees who are not represented. The transfer of the GSRP Program was negotiated with the Guidance Center. She has reduced one of our Basic Classrooms at the elementary level and eliminated one section of 3<sup>rd</sup> grade. The sub pay rate has been reduced for Asher that will be in effect November 1 of this year. She assisted Athletic Director Dave Pinkowski in making the necessary cuts to meet the budget limitations for athletics.

These are difficult decisions but necessary to insure compliance with our DEP, reduction in our debt and our ability to remain on course to live within our means.

In the area of school safety Ms. Hainrihar has developed procedures necessary to assure our compliance with new laws regarding implementation and reporting of our safety drills. She has worked with our nurse, Amy Saeida, to get required Epi Pens in all buildings and train the required staff in their use. She and Amy have also completed work on the Medication Policy and corresponding training to reflect current law.

Student Growth; Ms. Hainrihar, Jill Pastor and Renne Chilson have met with Bill Webber from Michigan State University to formulate our required plan of action as Allen Elementary has been identified as a Focus School for the 2014/15 school year. Building Administrators have been directed to use the September or October Professional Development to review and analyze their baseline data from last years' data walks and determine appropriate building action plans. These plans will outline strategies to apply research based instructional strategies aimed at increasing student engagement and higher order thinking. Mr. Webber will lead administrators through a capacity building activity in the coming months.

In addition to her activities specifically supporting her goals, she has assisted Dr. Pomponio in the final edit of the Board By-Laws and Policies that the board will be asked to approve tonight. She has developed materials with Mary Hildebrandt that outlines policy and procedure regarding employee discipline. Sample and support materials were developed and have been reviewed with all administrators. She has reviewed the District and Building Websites with the District Web Master, Tina Repp, and directed her to facilitate changes that would make building sites more uniform and streamlined.

A committee has been formed to plan the implementation of Special Education Services for our full time alternative education students attending Asher. She has started and maintains the Superintendents Facebook page which is only there to celebrate the good things that happen every day in our district. Weekly to Bi-Weekly Superintendent Updates have been established to maintain a higher level off communication with the employees of the Southgate School District.

Ms. Hainrihar held an organizational meeting with the PTO groups from 5 buildings and discussed goals and challenges and combining our resources.

She concluded with saying she enjoys her work immensely and she appreciates the opportunity to serve the students, staff and the community of Southgate.

Dr. Pomponio asked Ms. Hainrihar if the Intruder Alert Drill is new. Ms. Hainrihar said it is a new name for the Lock Down Drill. Three of these drills need to be performed each year. The state calls one of them an Intruder Alert. Ms. Hainrihar stated this is the same thing that we have always done.

#### **CONSENT**

2014/15 -270 It was moved by Dr. Pomponio, supported by Ms. Reed-Hall that the board approve the minutes from the September 16, 2014 Regular Board Meeting.

YES: Hayhurst, Knott, Murray, Pomponio, Reed-Hall

NO:

ABSTAIN: Owen

2014/15 -271 It was moved by Dr. Pomponio, supported by Ms. Reed-Hall that the board approve the disbursements for September 2014.

YES: Hayhurst, Knott, Murray, Pomponio, Reed-Hall

NO:

ABSTAIN: Owen

2014/15-272 It was moved by Dr. Pomponio supported by Ms. Reed-Hall that the board approve the HR updates as presented

YES: Hayhurst, Knott, Murray, Pomponio, Reed-Hall

NO:

ABSTAIN: Owen

### **ACTION**

2014/15-273 It was moved by Dr. Pomponio, supported by Ms. Reed-Hall that the board approve The Field Trip Request for the 7<sup>th</sup> grade Cleveland trip.

YES: Hayhurst, Knott, Murray, Owen, Pomponio, Reed-Hall

NO:

2014/15-274 It was moved by Dr. Pomponio, supported by Ms. Reed-Hall that the board approve the adoption of the Southgate Community School District Suicide Prevention Policy.

YES: Hayhurst, Knott, Murray, Owen, Pomponio, Reed-Hall

NO:

2014/15-275 It was moved by Dr. Pomponio, supported by Ms. Reed-Hall that the board adopt The Board of Education By Laws and Policies.

YES: Hayhurst, Knott, Murray, Owen, Pomponio, Reed-Hall

NO:

### **EMPLOYEE REPRESENTATIVES**

None

### **CITIZENS COMMENTS**

None

### **INFORMATION/ANNOUNCEMENTS**

Ms. Murray reminded all that this is Breast Cancer Awareness Month, and we should support those who are struggling, celebrate those who have won, and remember those we have lost.

### **WORK SESSION**

Mr. Knott informed the viewing audience that the board would move into a Work Session at 7:50 p.m. and would not be back.

**ADJOURNMENT**

2014/15-276 It was moved by Dr. Pomponio supported by Ms. Reed-Hall the board adjourn the meeting at 9:00 p.m.

YES: Hayhurst, Knott, Murray, Owen, Pomponio, Reed-Hall  
NO:

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Dr. Darlene Pomponio-Secretary  
Board of Education







