



**REGULAR BOARD MEETING**

**City Council Chambers**

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

**BOARD OF  
EDUCATION**

PRESIDENT

JASON CRAIG

**DATE: November 13, 2018 7:00 p.m.**

VICE PRESIDENT

TIMOTHY O. ESTHEIMER

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

**BOARD MEMBERS ABSENT:** Mossop

SECRETARY

DR. DARLENE L. POMPONIO

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

The Pledge of Allegiance was recited.

Mr. Craig read the District Mission and Vision Statements.

TREASURER

JASON R. KUPSER

**REVISIONS/APPROVAL OF AGENDA:**

TRUSTEES

NEIL J. FREITAS  
ANDREW A. GREEN  
REBECCA MOSSOP

2018/19-49 It was moved by Dr. Pomponio supported by Mr. Green the Board approve the November 13, 2018 Regular Board Meeting Agenda.

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

NO:

**ADMINISTRATION**

**CITIZENS COMMENTS ON DISCUSSION OR ACTION ITEMS**

Ms. Anita Green-1828 Kings Hwy, Lincoln Park addressed the board with her concerns about the Tardy Sweep Policy at Anderson High School. She does not agree with the policy and feels it is detrimental to a students' education.

SUPERINTENDENT

JILL M. PASTOR

**PRESENTATIONS**

District Assessment Results: Curriculum Director, Dr. Baker-Herring shared the 2017/18 district-wide standardized assessment results with the board. Board members were given a packet with detailed data and a power-point presentation displaying the test results for grades three through eleven. District results were compared with state and national results.

BUSINESS AND FINANCE

DIRECTOR

THERESA MCLACHLAN, C.P.A.

CURRICULUM/FEDERAL

PROGRAMS DIRECTOR

DR. MICHELLE BAKER-HERRING

Dr. Baker-Herring compiled longitudinal MSTEP results, which tracked students from the time they took the test in 3<sup>rd</sup> grade through their 8<sup>th</sup> grade year. These results showed Math and ELA scores. Scores from surrounding districts were also compared with Southgate's scores. AP results for student's taking- English Language Comp, English Literature Comp, Psychology, U.S. History, Calculus and Biology with a score of 3 or higher were presented and compared with U.S. and State Scores. College credit is earned with a score of 3, 4 or 5.

DIRECTOR OF

HUMAN RESOURCES

GERARD L. MORIN

Our results will be shared with Leadership Teams, Department Chairs and School Improvement Teams. Data will be analyzed and improvement plans will be based on the data. The Curriculum Department will focus on the five factors for creating high-reliability schools by addressing each level; Competency-Based Education, Standards-Referenced Reporting, Guaranteed and Viable Curriculum, Effective

Teaching in Every Classroom, Safe and Collaborative Culture. Detailed action steps to work towards the five research-based factors were shared.

Dr. Baker-Herring concluded with an update on the district's transition from Graduation Alliance to Atlas online learning with our Odyssey-ware platform. We will no longer have to pay Graduation Alliance to support our students.

## CONSENT

2018/19-50 It was moved by Dr. Pomponio supported by Mr. Kupser, the board approve the approve the minutes from October 23, 2018, HR Update and the Disbursements for October 2018.

YES: Craig, Estheimer, Freitas, Green, Kupser, Pomponio  
NO:

## ACTION

- 1. Lease agreement with the City of Southgate:** Ms. Pastor explained the board is being asked to approve the property lease with the City of Southgate. This lease would be for 30 years for \$1.00 per year. The city will be using this property for a dog park. This idea was originally presented to the board at the May 22, 2018 board meeting by Dustin Lent. Discussion took place about the lease, construction timeline and maintenance of the property. Board members commented that this project had community input and support through the passage of the city's Recreation Millage and is good use of an unusable piece of land. This project will begin this winter/spring and with a summer grand opening.

2018/19-51 It was moved Mr. Estheimer supported by Dr. Pomponio, the board approve the property lease with the City of Southgate for 30 years for land behind Asher of approximately 7 acres.

YES: Craig, Estheimer, Freitas, Green, Kupser, Pomponio  
NO:

- 2. Change to Substitute Teacher Rate of Pay:** Mr. Morin explained, the board is being asked to approve a change in the rate of substitute teacher pay for daily substitute teaching assignments to a single daily rate of \$95 for both certified and non-certified substitute teachers. Discussion took place about the current rate of pay and the need to increase the current rate to keep us competitive. Board members were given the sub rates from the surrounding areas.

2018-19-52 It was moved by Mr. Green supported by Mr. Estheimer, the board approve the \$95 per day rate of pay for daily substitute teachers (this excludes premiere substitutes and long-term substitutes, no change at this time to their rate of pay).

YES: Craig, Estheimer, Freitas, Green, Kupser, Pomponio  
NO:

3. **Approval of the Wayne RESA Master Service Agreement for payroll services:** Ms. McLachlan explained to the board, Wayne RESA provides contracted series for select business office functions. With the retirement of one of the business office personnel on December 31, 2018 and the realignment of positions and duties for maximum efficiency, we are able to contract with Wayne RESA for the management of our payroll processes. Wayne RESA has had successful experience with providing payroll services to districts our size. This change in staffing would result in annual savings in the general fund of \$33,000. The master service agreement was attached to the board members' packets.

2018/19-53 It was moved by Dr. Pomponio supported by Mr. Green, the board approve the Wayne RESA Master Service Agreement for Payroll Services effective January 1, 2019, for an initial term of 18 months.

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

NO:

#### **EMPLOYEE REPRESENTATIVES**

None

#### **INFORMATION AND ANNOUNCEMENTS**

Mr. Green wished everyone a Happy Thanksgiving and announced that Grogan's annual Turkey Trot will be on Wednesday, November 21<sup>st</sup>.

Dr. Pomponio announced that as the chairperson for the Anti-Bullying Committee, there is an emphasis on zero tolerance for bullying behavior with students and adults throughout the district and community. With the new PTO at Davidson Middle School, they have begun a project to have the bathroom stalls, throughout the building, painted with inspirational messages. Tittle Construction has donated the paint for the inspirational messages, the PTO is looking into having Lowes donate the paint for the stalls themselves. This is a good way for students to see that the school and the district cares and show students something positive that will help reinforce better behavior.

Mr. Estheimer thanked everyone in the community for coming out to vote. He congratulated Mr. Freitas and Mr. Lamos for being elected to their seats and welcomed Mr. Lamos. He saluted all of our fellow veterans that are both teachers as well as our constituency. He wished everyone a Happy and Safe Thanksgiving.

Ms. Pastor commented on the bleachers that were approved at the last board meeting. When she was at DMS to see the progress on the floor, the bleachers were pulled out and looked very rickety and unsafe. She announced that the district is starting a Twitter feed: #choosescsd. Her plan is to announce any inclement weather days there first to hopefully get more people following the Twitter feed. Through Dr. Baker-Herrings encouragement we are trying to do more social media.

**ADJOURNMENT**

2018/19-54 It was moved by Mr. Estheimer supported by Mr. Green, the board adjourn the meeting at 7:40 p.m.

YES: Craig, Estheimer, Freitas, Green, Kupser, 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)*





















