



**REGULAR BOARD MEETING**

**City Council Chambers**

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

**BOARD OF  
EDUCATION**

PRESIDENT

JASON CRAIG

**DATE: April 23, 2019 7:00 p.m.**

VICE PRESIDENT

TIMOTHY O. ESTHEIMER

**BOARD MEMBERS PRESENT:** Craig, Estheimer, Freitas, Kupser, Lamos, Pomponio  
Green-(arrived 7:11 p.m.)

**BOARD MEMBERS ABSENT:**

SECRETARY

DR. DARLENE L. POMPONIO

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

TREASURER

JASON R. KUPSER

Mr. Craig read the District Mission and Vision Statements.

**REVISIONS/APPROVAL OF AGENDA**

Dr. Pomponio added Action Item #8 Approval of the contract between the Southgate Community School District and Teamsters State County and Municipal Workers Local 214-Southgate Paraprofessionals.

2018/19-123 It was moved by Dr. Pomponio supported by Mr. Kupser, the board approve the April 23, 2019 revised agenda.

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

NO:

**ADMINISTRATION**

SUPERINTENDENT

JILL M. PASTOR

**CITIZENS COMMENTS**

None

**PRESENTATIONS**

Employee of the Month: Mr. Duane Lyons, Anderson High School Administrator, introduced Mr. Keith Garland, Security Coordinator as the Employee of the Month. Mr. Garland is a 1983 Southgate graduate. His professional relationship with the district began in 1987 when he started helping coach our wrestling team, eventually becoming the head coach and winning many championships. He began to work as the district's security coordinator in 1992.

Mr. Lyons commented that parents speak highly of Mr. Garland and students respond positively to him. He is fair in his dealings with students, is a strong advocate for them and his helpful, positive manner is an asset to our district. He works hard to see that relationships are repaired or maintained in all his dealings with students. He completely buys in to our restorative practices.

Mr. Lyons added that even though he has only worked with Mr. Garland a little over a year, he has come to know his genuine heart, his integrity, his deep concern for others and his quick smile. Mr. Lyons appreciated Mr. Garland's willingness to help him understand protocols and procedures as he learned to navigate the waters of a new environment. He was honored to be able to present the Employee of the Month Award to Keith Garland for his work with students, his concern for their well-being and his diligence in seeking to continue to improve safety for all of us.

BUSINESS AND FINANCE

DIRECTOR

BARBARA WILSON, BOM

CURRICULUM/FEDERAL

PROGRAMS DIRECTOR

DR. MICHELLE BAKER-HERRING

DIRECTOR OF

HUMAN RESOURCES

GERARD L. MORIN

**CONSENT**

2018/19-124 It was moved by Dr. Pomponio supported by Mr. Kupser, the board approve the April 9, 2019 Regular Meeting Minutes and the HR Update.

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

**EMPLOYEE REPRESENTATIVES**

None

**ACTION**

1. **Approval of the purchase of Spec Mix D2W Workhorse:** Ms. Pastor explained, as per board policy #5003 all items that exceed \$3,500 must be brought to the Board for approval. This piece of equipment is needed for the DCTC program, Construction Trades. This purchase will be funded through DCTC.

2018/19-125 It was moved by Dr. Pomponio supported by Mr. Lamos, the board approve the purchase of the Spec Mix D2W Workhorse for the Construction Trades program not to exceed \$6,400.

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

2. **Approval of Superintendent Goals:** Ms. Pastor explained, based on the information presented and discusses during the work session on April 9, 2019, she would like to recommend her goals be approved.

2018/19-126 It was moved by Mr. Kupser supported by Dr. Pomponio, the board approve the Superintendent Goals, as presented for January 2019 through December 2019.

*Mr. Craig stated this is consistent with the rubric and what we have done in the past.*

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

3. **Approval of School of Choice for Grades 1<sup>st</sup> through 11<sup>th</sup>:** Ms. Pastor is requesting that the board approve the School of Choice enrollment for 1<sup>st</sup> through 11<sup>th</sup> grades as presented in the attached document the board members received.

2018/19-127 It was moved by Dr. Pomponio supported by Mr. Lamos, the board approve the School of Choice application period as outlined for a 3-week period from Monday, July 29<sup>th</sup> to Friday, August 16<sup>th</sup>, 2019 for 1<sup>st</sup> through 11<sup>th</sup> grade students.

*Mr. Craig stated this action item was held over from the last meeting so the board could have the numbers.*

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

4. **Set date for a work session to discuss future bond possibilities:** Mr. Craig explained to the board this is just to set a date for the discussion.

2018/19-128 It was moved by Mr. Kupser supported by Mr. Lamos, the board set a work session for June 18, 2019 at 6:00 p.m.

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

*Mr. Green arrived at 7:11 p.m.*

5. **Approval of the purchase of Bench Lathe and Horizontal Bandsaw:** Ms. Pastor explained to the board, as per board policy #5003, all items that exceed \$3,500 must be brought to the Board for approval. This equipment is need for the DCTC program, Mechatronics. This purchase will be funded through DCTC. The board received a quote with the details.

2018/19-129 It was moved by Mr. Lamos supported by Dr. Pomponio, the board approve the purchase of a bench lathe and horizontal bandsaw for the Mechatronics program not to exceed \$33,754.

*Discussion took place about pass-through funding; Perkins and added cost dollars, partial FTE's are also collected from surrounding districts.*

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

6. **Employee Layoffs:** Mr. Morin explained that the board is being asked to approve the layoff of the employees listed on the agenda under this action item as A, B, C, and D. The employee numbers of the employees being recommended for layoff are on the agenda; their names and respective positions are considered confidential. They will receive their official notice on Wednesday. The building administrators will deliver the letters personally.

*Discussion took place among board members about the reason for the cancellation of the special meeting and the process/procedures for layoffs and communicating that to the members. Administration stated, that positive adjustments to layoffs were due to funds being made available allowing for an additional employee to avoid layoff.*

*The timeline for this layoff process and the laws that that need to be followed were discussed.*

*Mr. Estheimer felt he was not kept in the loop regarding this Action Item and what transpired from the cancelled special meeting, up to this meeting.*

2018/19-130 It was moved by Dr. Pomponio supported by Mr. Kupser, the board approve the layoff of employee #100662 to be effective at the end of the 2018-19 school year.

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

2018/19-131 It was moved by Dr. Pomponio supported by Mr. Lamos, the board approve the layoff of employee #101695 to be effective at the end of the 2018-19 school year.

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

2018/19-132 It was moved by Mr. Green supported by Mr. Kupser, the board approve the layoff of employee #101711 to be effective at the end of the 2018-19 school year.

*Mr. Lamos wanted the viewing audience to know, that referencing employees by their employee number was to protect their privacy.*

*Dr. Pomponio commented that she trusts Mr. Morin was doing his job correctly and took into consideration seniority, tenure and effectiveness ratings.*

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

2018/19-133 It was moved by Mr. Green supported by Mr. Kupser, the board approve the layoff of employee #100591 to be effective at the end of the 2018-19 school year.

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

- 7. Renewal of Food Service Contract Agreement with Lincoln Park:** Ms. Pastor requested that the board approve a two-year contract extension for a Food Service Director between the Lincoln Park School District and Southgate Community Schools. This contract does not represent any increased cost to the district.

*Discussion took place about whether the concerns of food service employees had been addressed. Ms. Pastor stated she and Mr. Rodriguez held a voluntary meeting for food service employees last week to discuss; this contract extension, improvements being made, a United Way Grant for \$12,000 to help with breakfast in the classroom and just trying to work together through the process of some changes in order to make us more solvent in that department. Mr. Rodriguez apologized if he ever offended anyone as he is trying to figure out everything for three school districts. Ms. Pastor said the meeting went well, the food service employees knew she was bringing this contract extension to the board and that it speaks a little bit about that; the fact that no food service employees are present at this meeting. It's not perfect but they are working on ironing things out.*

*Dr. Pomponio commented that she had spoken with employees and Mr. Rodriguez, she is comfortable with this as there were no new complaints addressed at this meeting.*

2018/19-134 It was moved by Mr. Lamos supported by Mr. Estheimer, the board approve a two-year contract extension for a Food Service Director between Lincoln Park School District and Southgate Community Schools.

*Mr. Craig commented he has seen a lot of improvement and is looking forward to the two-year extension.*

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

8. **Approval of the contact between the Southgate Community School District and Teamsters State County and Municipal Workers Local 214-Southgate Paraprofessionals:**  
Ms. Pastor explained the board is being asked to approve a two-year contract agreement for the Southgate Paraprofessionals as reviewed during the closed session. This contract would expire on August 31, 2020.

2018/19-135 It was moved by Mr. Estheimer supported by Dr. Pomponio, the board approve the two-year agreement between the Southgate Community School District and Teamsters State County and Municipal Workers Local 214-Southgate Paraprofessionals.

*Dr. Pomponio commented that this is a well-deserved group of people who should receive more, but she is supporting this, congratulating the paraprofessionals.*

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

NO:

#### **EMPLOYEE REPRESENTATIVES**

None

#### **INFORMATION AND ANNOUNCEMENTS**

Mr. Green hoped to make it clear, that while the board may not always agree with each other or administration, they try to work things out instead of rubber stamping; which is what people have thought in the past. He appreciates Mr. Estheimer's passion, there were questions for administration who were trying to work with the board to get things right. He commented this is the worst thing for him, being a teacher, to have to layoff teachers. He appreciates the union leadership and his willingness to speak with him, which he legally doesn't have to do. We are working through these things and are not perfect, communication may be a little off. He said board members took the time to walk through the school to listen to the concerns of food service and see what was going on. The board and employees are trying to give their best effort for kids and the community and he encouraged everyone to do so, as the board will be doing so as well.

Mr. Green congratulated Mr. Estheimer for receiving an MASB award for completing his classes.

Dr. Pomponio- 'Good job' to J.V. and Varsity Tennis and acknowledged and thanked Coaches Furkas and Trevor for doing a great job with the J.V. and Varsity tennis teams.

#### **ADJOURNMENT**

2018/19-136 It was moved by Mr. Estheimer supported by Dr. Pomponio, the board adjourn the at 7:40 p.m.

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

NO:

*Respectfully submitted by: Theresa Grzechowski*

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Dr. Darlene Pomponio-Secretary  
Board of Education























