



REGULAR BOARD MEETING
Virtual Board Meeting

<https://www.youtube.com/watch?v=JUP01xMBpc>

**BOARD OF
EDUCATION**

PRESIDENT

TIMOTHY O. ESTHEIMER

DATE: August 25, 2020 7:00 p.m.

VICE PRESIDENT

ANDREW A. GREEN

BOARD MEMBERS PRESENT: Craig, Estheimer, Freitas, Green, Lamos, Pomponio, Sage

BOARD MEMBERS ABSENT:

SECRETARY

DR. DARLENE L. POMPONIO

ADMINISTRATION PRESENT: Pastor, Baker-Herring, Wilson

TREASURER

RICK LAMOS

The Pledge of Allegiance was recited.

Mr. Estheimer read the District Mission and Vision Statements.

TRUSTEES

JASON CRAIG
NEIL J. FREITAS
SHAWN SAGE

REVISIONS/APPROVAL OF AGENDA

2020/21-18 It was moved by Dr. Pomponio supported by Mr. Lamos, the board approve the August 25, 2020 Regular Board Meeting Agenda.

YES: Craig, Estheimer, Green, Lamos, Pomponio, Sage
NO:

ADMINISTRATION

SUPERINTENDENT

JILL M. PASTOR

CITIZENS COMMENTS

Ms. Pastor read the comments turned in by citizens:

Angela Wirth-while her son is now an alumni of the Southgate Band Program, like his mom, we are so happy this was approved. Thank you so much, this program is a great program and deserves this so much. We both learned so much from our time in the Southgate Anderson Marching Band. The memories are cherished forever.

BUSINESS AND FINANCE

DIRECTOR

BARBARA WILSON, CFO

Jennifer Hartley-First of all I want to thank you, I do not envy you or wish to be in your shoes. I appreciate all of your work, dedication and commitment to our kids. Thank you. Second, I would also like to thank you for including band programs when allocating money for the bond. Also, thank you for approving the funds to be spent on instruments. It's a huge deal and will benefit so many kids. Lastly, a couple things I am just hoping for clarity on, I am hoping it will be addressed in regards to scheduling, can you please explain exactly what is expected in the morning before they start their classes after lunch. I am speaking for middle school and high school. Can someone please explain Wednesday's and what is expected of kids. Thank you so much for your time, Proud Titan Parent.

CURRICULUM/FEDERAL
PROGRAMS DIRECTOR

DR. MICHELLE BAKER-
HERRING

Martha Hancock-Board members and Superintendent Pastor, I wanted to take a minute and reach out to you and thank you personally for including the music program in last years' bond. All too often the Arts get overlooked when it comes time to allocate funds. But you, along with Mrs. Pastor, took the time to see that there was a severe need for the upgrade of our children's instruments and made it a priority.

Children that participate in this program will benefit from this for many, many years. On a personal note, as the Band Booster President and a parent of four band members we have had to overcome many obstacles in my tenure. Along with having to fundraise close to \$120,000.00 a year, these obstacles made it nearly impossible to help replace the most crucial part of the program-our instruments. Even though we tried to add 5000 a year it just never came to fruition. So thank you for making it possible what we tried to do for years. From all the alumni parents, grandparents and band members as well as every single child that passes through those band doors. Thank you for seeing these children in this program as valuable and worthy of this investment. With gratitude-Martha Hancock

Brandy Nusser-As a Band Parent and also an alumni, I just wanted to thank the administration and the board for insuring that band received funding from the latest bond. We are grateful to be part of a district that understands the importance of investing in music education.

Mr. Estheimer thanked those that submitted comments and let the viewing public know that citizen's comments, in most business meetings, are 'comments'. He asked that people forgive the board if they do not answer each question, they cannot speak individually, they speak as one voice as a board. A specific answer to a question might get brought up later, maybe in one of the board members comments. He encouraged parents with specific questions to contact the school directly or contact the board office. Ms. Pastor or Ms. Grzechowski may be able to help further. Submitting a comment is just that, a comment-so he asked the board be forgiven if they are not answering.

PRESENTATIONS

Ms. Pastor recognized 10 employees that have retired. She read words submitted by administrators for each retiree:

Kim Carroll worked 31 years, from 1989-2020, as an Admin. Assistant and started her career working at Central Office. Kim also worked in many buildings, including DMS, AHS, and Asher. Kim is an avid golfer and finished her career working at DMS. Middle School students can be challenging at times and yet Kim built a relationship with some of the most challenging students. Students would ask and Kim allowed many students to come into the counseling office during their lunch and eat lunch with her. They often checked in with her in the morning and before they left school for the day. For many of them, Kim was their guiding light and definitely made a positive impact on their lives.

Debra (Debbie) Dodson for the last 17 years worked at Anderson High School as a special education paraprofessional. Prior to that time, she also worked at Gerisch and Grogan. She began her career here in Southgate in 1998, for a total of 22 years in service to our students and families. Debbie has a passion for her students, and they responded to her gentle and caring guidance as they grew and matured. Her students and co-workers will miss her dedication and commitment to her students.

Lori Freckelton began her career in Southgate Community Schools in 1996. She spent most of her 24 years as a Special Education Paraprofessional at Anderson High School, but also spent time in all other buildings. Lori has a reputation as a consummate professional who takes pride in her work with our students. Students experienced growth while working with her, helping them to transition to the world outside high school. Her students and colleagues will miss her very much.

Keith Garland graduated from Southgate in 1983. In 1987, he began his professional relationship with our district by helping to coach our wrestling team. He went on to become the varsity head coach, winning many championships and taking his team to the MHSAA Wrestling Team Finals. Many Southgate alumni still refer to him as "Coach". In 1992, Mr. Garland began to work security for the Southgate Community School District and became our Security Coordinator. Keith has taken great pride in keeping our students and staff safe on a daily basis.

Mr. Garland has established a great rapport with the community, students and staff. His helpful positive manner with students was an incredible asset to our district. He was always a strong advocate for our students.

Keith has a genuine heart, has always performed his duties with the utmost integrity, and has demonstrated a deep concern for others.

We will miss Keith Garland dearly and deeply. Thank you for your devotion and dedication to Southgate. You are the perfect example of what "Titan Pride" is all about

Sinder Gundick worked for Southgate Schools for 29 years. She was hired in 1991 as a science teacher at Gerisch Middle School. She was a school counselor, an assistant principal in 2003. She finished her career as an elementary principal at North Pointe and finally Shelters Elementary.

She had high standards for her staff and herself. She was constantly learning about best practices and research. She challenged her staff to constantly reconsider methods or strategies to better fit the needs of students. Her focus was on student achievement. Sinder reviewed data to ensure that curriculum and standards were being taught. She was active in district-wide committees like: Instructional Leadership Data Team (ILDT) and the Financial Input Team (FIT).

Finally, Sinder was thoughtful and meaningful with little gifts and thank you notes. She wanted her staff and colleagues to know that she appreciated them. She even hosted yoga classes after school for her staff and colleagues. She was a proud of mom, one of which became a teacher and her daughter is working towards her speech therapist degree. She will be missed.

Kathi Kimling worked 34 years, from 1986-2020, as a Special Ed Parapro at Davidson, Gerisch and all Elementary buildings. Her dedication to her job and to her students was an inspiration for all that worked with her. Her love for her students was shown not only by her words but also from her actions. For any Wolverine fan, if you were lucky enough to cross paths with Kathi she would be the only Buckeye fan that you would love. Kathi is truly one of the sweetest people you will ever meet and be honored that you did.

Todd Kovach started his Southgate teaching career in 1995 at Davidson Elementary teaching sixth grade Math. Two year later, he moved over to Allen Elementary school to 4th and 5th grades where he spent the majority of his career. In the last eight years, Todd taught at Grogan Elementary with 5th-grade team as the math, writing and science teacher.

He was also the Safety Patrol Coordinator. This is what he was on paper. His colleagues respected Todd as a consummate professional, a leader, a mentor and all-around great guy.

Todd grew up in Southgate, graduated from Southgate and dedicated himself to his job as an educator. Todd was awesome to work with, he was there to help his students with whatever they might have needed, and he was there with a joke to pick up your day. He was the kind of teacher that you look back on and say, "Mr. Kovach was one of my favorite teachers." He has touched so many lives in a positive way. He will be greatly missed. Again, Southgate was so fortunate to have him as an educator and leader to the young people of Southgate. If you to contact Todd, you will find him spending his retirement on the golf course. Job well done, Todd.

Karen Ramirez worked 34 years, from 1986-2020, as an Admin. Assistant and during her career worked the most of her years at Asher. Karen also worked in many buildings, including DMS, Gerisch, and Grogan Elementary. Karen is a child at heart. Karen loved to read and was excited when book fairs took place so that she could order new books to read. When the book fair wasn't around, she would go down and check out a book from the Library. It didn't matter what kind of day Karen was having, as soon as you walked into the office, there was always a good morning in a positive and pleasing voice. It is that kid at heart mentality and positive and pleasing voice that will be remembered.

Jeff Smith has been a valued member of the Beacon Day Treatment Team for many years. His extraordinary dedication to the staff and students at our school has been instrumental to the success of our program. With his knowledge and experience, he has effectively mentored our social work staff, developed excellent relationships with local districts and community providers, and empowered students to achieve to their full potential. Jeff is not one to talk about his tremendous accomplishments, rather he is the quiet force, working diligently behind the scenes, transforming difficult and challenging situations into productive and noteworthy achievements. No one is more deserving of retirement, but Jeff will be greatly missed. His legacy will remain in the many lives he has touched as a Social Worker, colleague and friend, and in his commitment to excellence and quality programming for students with special needs. Congratulations, Jeff!

Robert Wolsek worked for Southgate School for 26 years. He was hired as a PE teacher for North Pointe Elementary in 1994. In 1999, he became as Assistant Principal at Gerisch Middle School. In 2003, he became the principal the principal at North Pointe Elementary. He also served as the principal at Allen and finally Grogan Elementary.

Rob often bounced into a room ready to sing a song, dance a jig, tell a joke or just attempt to brighten up the room. He connected well with students and enjoyed rewarding good behavior with small trinkets. He made arrangements with some local McDonald restaurants and used happy meal toys to help brighten a student's day.

Finally, Rob was a long-time swimming coach and official. He started a learn-to-swim program in Trenton, called "Blowing Bubbles" (or something close). He was a proud father of 4 who valued the role that athletics play to create a well-rounded person.

CONSENT

2020/21-19 It was moved by Dr. Pomponio supported by Mr. Sage, the board approve the minutes from August 3, 2020 Special Board Meeting and the HR Update.

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

NO:

ACTION

1. Employee Layoffs-Food Service: Ms. Pastor explained, the board is being asked to approve the temporary layoff and reduction in hours for all Food Services Program personnel during fully remote instruction. This includes all members of the Labor Support Staff, Teamsters Local 214. Ms. Pastor clarified this is a reduction in hours; the food prep and handing out of food will continue during remote learning.

2020/21-20 It was moved by Mr. Green supported by Mr. Craig, the board approve the following resolution:

WHEREAS, the Board of Education of the Southgate Community Schools has reviewed funding and the need for Employees in the Food Service Program for the 2020-2021 school year; and

WHEREAS, the administration of this District has notified the Union representing the Employees and affected Staff Members of the contemplated layoffs and hour reductions; and

WHEREAS, the administration of this District, has reviewed applicable legal and contractual procedures and has recommended the temporary layoff and reduction in hours for all Food Services Program personnel.

NOW, THEREFORE, BE IT RESOLVED:

1. The following Staff Members are hereby placed on temporary layoff/reduced hour's status effective Tuesday, September 1, 2020:

#'s 100688, 100788, 101069, 101108, 101117, 101125, 100169, 101379, 101564, 101635, 101636, 101732, 102032, 102037, 102052, 102057, 102058, 102077, 102080, 102084, 102092, 102098, 102003, 102026

2. The Superintendent or designee of this District is hereby authorized and directed to notify the Staff Members affected by this resolution that he/she has been placed on layoff/reduced hours status effective Tuesday, September 1, 2020, and that his/her services have been reduced until November 9, 2020, or until further notice, subject to any recall rights and limitations found in Board Policy or collective bargaining agreement.

3. The Superintendent or designee of this district is hereby authorized to take all other measures necessary and proper to implement the foregoing staff layoff/hour reduction. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

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

NO:

2. Employee Layoffs-Southgate Paraprofessionals: Ms. Pastor explained, the board is being asked to approve the temporary layoff and reduction in hours for all Southgate Paraprofessionals personnel during fully remote instruction. This includes all members of the Teamsters Local 214 Southgate Paraprofessionals. Clarification; this is for general education paraprofessionals. Special Education Paraprofessionals are a different unit and are directly connected to student IEP's, there is no intention at this time to lay any of those employees off. They will be helping to fulfill hours in students IEP's. There was further discussion regarding the role of a special ed para during remote learning.

2020/21-21 It was moved by Mr. Lamos supported by Dr. Pomponio, the board approve the following resolution:

WHEREAS, the Board of Education of the Southgate Community Schools has reviewed funding and the need for Employees in the Southgate Paraprofessional group for the 2020-2021 school year; and

WHEREAS, the administration of this District has notified the Union representing the Employees and affected Staff Members of the contemplated layoffs and hour reductions; and

WHEREAS, the administration of this District, has reviewed applicable legal and contractual procedures and has recommended the temporary layoff and reduction in hours for all Southgate Paraprofessionals personnel.

NOW, THEREFORE, BE IT RESOLVED:

1. The following Staff Members are hereby placed on temporary layoff/reduced hour's status effective Wednesday, August 26, 2020:

#s 102027, 101742, 101682, 100215, 101734

2. The Superintendent or designee of this District is hereby authorized and directed to notify the Staff Members affected by this resolution that he/she has been placed on layoff/reduced hours status effective Wednesday, August 26, 2020, and that his/her services have been reduced until November 9, 2020, or until further notice, subject to any recall rights and limitations found in Board Policy or collective bargaining agreement.

3. The Superintendent or designee of this district is hereby authorized to take all other measures necessary and proper to implement the foregoing staff layoff/hour reduction.

All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

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

NO:

3. Employee Layoffs-10 Month Administrative Assistants: Ms. Pastor explained, the board is being asked to approve the temporary layoff and reduction in hours for all 10-month Administrative Assistants personnel during fully remote instruction. This includes all members of the Teamsters County and Municipal Workers Local 214, Southgate Administrative Assistants.

2020/21-22 It was moved by Dr. Pomponio supported by Mr. Green, the board approve the following resolution:

WHEREAS, the Board of Education of the Southgate Community Schools has reviewed funding and the need for Employees in the Southgate Administrative Assistants group for the 2020-2021 school year; and

WHEREAS, the administration of this District has notified the Union representing the Employees and affected Staff Members of the contemplated layoffs and hour reductions; and

WHEREAS, the administration of this District, has reviewed applicable legal and contractual procedures and has recommended the temporary layoff and reduction in hours for all Southgate Administrative Assistants personnel.

NOW, THEREFORE, BE IT RESOLVED:

1. The following Staff Members are hereby placed on temporary layoff/reduced hour's status effective Monday, September 21, 2020:

#'s 100345, 100534, 100620, 100635, 100958, 101390, 101484, 100179, 101175, 101208, 101362, 101712, 101655, 101674, 102102, 102103, 102013, 102025

2. The Superintendent or designee of this District is hereby authorized and directed to notify the Staff Members affected by this resolution that he/she has been placed on layoff/reduced hours status effective Monday, September 21, 2020, and that his/her services have been reduced until November 9, 2020, or until further notice, subject to any recall rights and limitations found in Board Policy or collective bargaining agreement.

3. The Superintendent or designee of this district is hereby authorized to take all other measures necessary and proper to implement the foregoing staff layoff/hour reduction.

All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

Discussion took place regarding the staff in the buildings and who will be answering the phones to assist parents with remote learning. Parents/families will be given the schedule for when staff will be covering the office, days, times.

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

EMPLOYEE REPRESENTATIVES

None

INFORMATION/ANNOUNCEMENTS

Dr. Pomponio thanked the recent retirees for their years of service to Southgate School District. She wished them a safe and happy retirement. She gave a special mention to Keith Garland-Thank you for the years of service to the schools and students, you may not realize it but there are many students whom you made a lasting impression on; as a coach, making their ways through the halls of high school. my brother being one of them for wrestling. All the best to you and your family. Titan Proud always.

Mr. Sage commented; for the retirees there is no gift or words that can express or do justice to the gratitude for your devotion to these kids. They have changed these kids' lives. As a student of Southgate, he wanted to reach out to all retirees and say thank you for everything you have done it is appreciated.

Mr. Green agreed with his fellow board members comments. Even though he did not have the pleasure of knowing all of the retirees, being an educator himself, the utmost of congratulations on retirement to all of them. He worked with Rob Wolsek, as his daughter's principal for 5 years, Mr. Kovach was his daughter's math teacher. He worked side by side, when he worked in Southgate, with Keith Garland for a number of years, he is a wonderful coach and a great man. He was blessed to work with two great secretaries at Asher, Kim Carroll and Karen Ramirez-who he thinks after twenty years still does not know his name and calls him 'coach'. Congratulations to all.

He added-to all the students and parents, we have a very challenging, unique year and we are going to through it together as a community, Titan Strong, Titan Pride. We are here to try to guide you and help you the best that we can as we embark on a very different type of school year. In the past two weeks there have been struggles for a lot of us in the community and a couple in particular that have had to take care of their families, forge forward and have never missed a beat doing their jobs despite

heartache and he wants to let them know that he really appreciates and is thinking about them and the entire community.

Mr. Estheimer echoed the sentiments of Mr. Green, Mr. Sage and Dr. Pomponio. Thank you are not strong enough words, Ms. Carroll, Ms. Dodson, Ms. Freckleton, Mr. Garland, Ms. Gundick, Ms. Kimling, Mr. Kovach, Ms. Ramirez, Mr. Smith and Mr. Wolsek, thank you so much for your years of service. He wishes we could have given all of them a proper send off, but you are in our hearts, thank you so much. To the teachers and parents, we're doing our best as well as he knows they are as well. He reminded everyone to be patient and kind. Those are the sentiments he wanted to leave with everyone tonight.

ADJOURNMENT

2020/21-23 It was moved by Mr. Lamos supported by Dr. Pomponio, the board adjourn the meeting at 7:39 p.m.

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

NO:

Respectfully submitted by: Theresa Grzechowski

Dr. Darlene Pomponio-Secretary
Board of Education

For detailed conversation, Board meetings may be viewed in their entirety on our website: www.southgateschools.com

