



SPECIAL BOARD MEETING
Davidson Middle School Auditorium
15800 Trenton Rd.
Southgate-48195

**BOARD OF
EDUCATION**

PRESIDENT

TIMOTHY O. ESTHEIMER

DATE: October 21, 2020 6:12 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 explained the format for the Superintendent interviews.

TRUSTEES

JASON CRAIG
NEIL J. FREITAS
SHAWN SAGE

INTERVIEWS FOR SUPERINTENDENT

Ms. Pastor introduced the first candidate, Mr. Jason Martin to the board.

Each board member took turns giving a brief introduction of themselves and asked the candidate a series of questions. Interview ended at 7:25 p.m.

Ms. Pastor introduced candidate number two, Ms. Sharon Irvine to the board.

Each board member took turns giving a brief introduction of themselves and asked the candidate a series of questions. Interview ended at 8:35 p.m.

ADMINISTRATION

SUPERINTENDENT

JILL M. PASTOR

CITIZENS COMMENTS

Ms. Shannon Swauger read a letter of support for Mr. Jason Martin: I thank you for the opportunity to offer my support for Mr. Jason Martin as the next Superintendent of the Southgate Community School District, not only as a parent, but as an employee as well.

BUSINESS AND FINANCE

DIRECTOR

BARBARA WILSON, CFO

Jason and I have history working together both at the middle school level when he served as Assistant Principal and Athletic Director, and I was a teacher in the English Language Arts Department. Currently, we find ourselves working together again as he serves as Principal at Fordline Elementary where I work as the Reading Specialist in the building. In this same role at Fordline, he is the leader for all three of my sons that attend school there.

CURRICULUM/FEDERAL
PROGRAMS DIRECTOR

DR. MICHELLE BAKER-
HERRING

Having had this unique experience to see Mr. Martin both as an instructional leader of multiple buildings as well as the Principal that my children look up to, I urge you to jump at the chance to start this next chapter in our district with Mr. Martin as our Superintendent. His ability to connect with staff, students and families is admirable, and his integrity in all these roles should not go unnoticed.

Jason has many qualities that ensure that he is the right candidate for this job; he is fair, humble, honest, patient, knowledgeable, and most of all, he gives of his time, more than any other leader I have experienced, to get to the bottom of any situation through compromise to come to fair and balanced resolutions.

Mr. Martin never pretends to know all the answers, but instead will insist on being part of a team to come to the best possible understanding for all of those involved. Given his experiences and his commitment to the Titan Community, including the extensive list of committee for advancement that he has been a part of, it is clear that he has been invested in this school district in many facets, and I am confident that he will continue to do so in the role of Superintendent. You will not find a person more knowledgeable about the daily operations of our district than Mr. Martin, as can clearly be seen on his resume, I'm certain.

Jason is an integral part of this Titan Family, and he has been for many years. We are living in a time of so much uncertainty, and being asked to make decisions both as staff and parents that are daunting. I hope I speak for both staff and families when I say that we need the type of familiarity Mr. Martin brings in our top tier of leadership. Having that comfortability with the captain of our ship means the world to those involved and impacted as we continue to navigate through these very rough waters we are treading through.

Mr. Andrew Himick read a statement from the SPSA: On behalf of the Southgate Principal's and Supervisor's Association, we endorse Mr. Jason Martin as the next Superintendent of Southgate Schools. In his 26 years here in Southgate, Jason Martin has proven through dedication and leadership that he is a Titan through and through. He has come up through the ranks starting as an Anderson teacher and as an administrator at every level. Jason continues to be an integral member of the COLT leadership team and has held an administrative role in almost every district level committee over the last two decades including Bond Oversight, Right-sizing, Contract Negotiations, and the FIT committee—all essential experience for superintendents.

As part of the staffing committee, Jason was committed to recruiting and retaining high quality staff. His understanding of teacher certification requirements and the staff evaluation process ensure the proper teacher placement, supporting student achievement, and best practice goals allow staff to concentrate on continuous professional growth.

He believes strongly in collaboration between administrators, teaching staff, union groups, parents, and students. Jason actively seeks feedback from his co-workers and uses this information to set administrative, departmental, and professional goals. He consistently uses building, district, and state level data to assist in improving outcomes for students and staff members.

Jason does not shy away from difficult conversations or decisions as he puts students first at all costs. His dedication to the community, staff, students, and parents is a clear indication that he has a strong commitment to public education and the leadership necessary to drive a highly functioning school district. Jason is known for always following through with his commitment to others thus developing an excellent rapport with all stakeholders. Students and staff are very comfortable coming to him with personal information and problem situations and he always treats others with utmost care and respect. Jason has also been a strong advocate for students with disabilities and has partnered with the Special Services Department to ensure all students receive a quality education.

Without hesitation, we are recommending Mr. Jason Martin for Superintendent. Our district will gain a leader who will continue the best aspects of our Titan experience currently in place for our students, staff, and community, while challenging us all to raise the bar.

Ms. Carrie Wetherbee read a letter of support for Mr. Jason Martin: I am not good with words especially when it comes to things I'm passionate about. I'm even more scared of public speaking. But I felt the need to express myself today because this decision is critical for the future of our district. Because of these uncertain times it is extremely important that we have a leader we trust. Mr. Martin has proven time and time again he is a leader that we can trust through his dedication to the district.

As an employee at his building, he goes out of his way to let us know that we are appreciated. Just this week he filled our break room with goodies as an act of kindness. As a leader/administrator he has proven that he supports his staff and students. I can go to Mr. Martin about anything job related or personal and he would bend over backwards to help. As a non-union employee (EduStaff) at some other districts I've actually been told I'm discardable to my face. Mr. Martin made me feel important and valuable from day one. For me this was huge.

During our staff meeting as we discussed moving forward with COVID he actually broke down in tears and promised that he would do everything to keep his students and his staff safe. But his show of emotion and vulnerability proved his love and devotion to his staff members. I would be sorry to lose him as a principal, but I truly believe that he would be a great superintendent. I would be honored to have him as a leader in these crazy times. Thank you for your time.

DISCUSSION OF CANDIDATES

Ms. Pastor facilitated the board's discussion for the selection of the candidates, to be invited back for a second interview, by keeping track of the rankings.

Mr. Lamos ranked his selections:

1. Ms. Irvine
2. Mr. Martin
3. Mr. Roberts
4. Ms. Randall

Mr. Craig ranked his selections:

1. Ms. Irvine
2. Mr. Roberts
3. Mr. Martin
4. Ms. Randall

Dr. Pomponio ranked her selections:

1. Mr. Martin
2. Ms. Randall
3. Mr. Roberts
4. Ms. Irvine

Mr. Estheimer ranked his selections:

1. Ms. Irvine
2. Ms. Randall
3. Mr. Martin
4. Mr. Roberts

Mr. Green ranked his selections:

1. Mr. Martin
2. Ms. Randall
3. Ms. Irvine
4. Mr. Roberts

Mr. Sage ranked his selections:

1. Mr. Martin
2. Ms. Randall
3. Mr. Roberts
4. Ms. Irvine

Mr. Freitas ranked his selections:

1. Ms. Irvine
2. Mr. Martin
3. Mr. Roberts
4. Ms. Randall

Discussion took place whether to offer second round interviews to two or three candidates. The consensus was to select the top two. The committee will meet and select the format and questions for the second round interviews for Mr. Martin and Ms. Irvine that will be held on Wednesday, November 4, 2020.

Mr. Estheimer stated calls will be made to the candidates.

The board also discussed if the October 27, 2020 board meeting would be virtual or in-person. The consensus was, we will meet in-person.

ADJOURNMENT

2020/21-46 It was moved by Mr. Craig supported by Mr. Lamos the board adjourn the meeting a 9:30 p.m.

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

Respectfully submitted by: Theresa Grzechowski

Dr. Darlene Pomponio-Secretary
Board of Education

