



**REGULAR BOARD MEETING
ANDERSON HIGH SCHOOL AUDITORIUM
15475 LEROY-SOUTHGATE, MI-48195**

**BOARD OF
EDUCATION**

PRESIDENT

TIMOTHY O. ESTHEIMER

DATE: TUESDAY, DECEMBER 1, 2020

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

2020/21-68 It was moved by Dr. Pomponio supported by Mr. Green the board approve the December 1, 2020 Regular Board Meeting Agenda.

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

NO:

ADMINISTRATION

SUPERINTENDENT

JILL M. PASTOR

CITIZENS COMMENTS

None

BUSINESS AND FINANCE

DIRECTOR

BARBARA WILSON, CFO

PRESENTATIONS

1. Summer 2021 Renovation Update: Rob Kakoczki and Mr. McPartlin- Board members were given a Power Point overview of the Bond/Ballot Proposal with schedule update and design scope of work for Fordline, Grogan and Davidson. The budget was reviewed.

Historical Facts; zero millage rate increase, average building age -over 61 years old, previous bond programs were in 1999 and 2015.

The goals and objectives; to provide school safety and security enhancements, update technology for essential 21st-century learning, preserved educational facilities and infrastructure, and impact every student in the first 2 years.

CURRICULUM/FEDERAL

PROGRAMS DIRECTOR

DR. MICHELLE BAKER-
HERRING

Mr. Kakoczki reviewed the schematic design and the scope of work for Fordline, Grogan and Davidson; architectural, electrical, mechanical and site work. TMP is to complete design development documents by the end of November. The bond team will review the documents by December 11. Grainger is to develop the estimate for the bond team to review by December 11th. The board will receive a design development presentation on January 12th. TMP is to have final check construction documents complete by January 21. Final bid documents targeted to be complete by January 29th.

The project will be bid in February. Contract award recommendations are to be presented to the Board of Education for approval in March with construction to potentially start in May. Construction to be substantially complete in late August. Mr. Kakoczki also reviewed the budgets for each building's projects.

Discussion took place about; who will provide the oversight to verify the work is being done properly, technology and USB outlets, rooftop/ground heating units. Questions were asked about the current status of the football field. Mr. Kakoczki explained to the board that TMP is the architect; they will be coming through and doing their checks on a weekly basis and Grainger is the CM that oversees the day to day construction activities; they are the ones in charge of making sure all the work gets done. We will also have a commissioning agent for the mechanical/electrical. They ensure that when the mechanical systems are up and running they are running properly and the controls work. There will be multiple sets of eyes on the projects.

A resolution is still being worked on for the football field. Board members questioned projects going over budget and asked for updates before the next presentation. Mr. Kakoczki explained that the budget is continuously being worked on and will be closer to the budgeted amount before the bidding process begins. He will keep the board updated.

Return to Learn Suggested Metric: COLT Leadership Team-Committee members, Ms. Chilson, Dr. Baker-Herring, Mr. Martin, Mr. Himick and Ms. Tackett introduced themselves to the board. Ms. Pastor, also a member of the COLT Team, led the presentation. Data for Southgate will come from multiple sources, but Wayne County data must be used as the primary source. Our district is 29% school of choice (enrollment) meaning students and parents report to our schools from surrounding communities. Definitions for the metric; Community Spread-positive test rate in the community (Wayne County), Infection Rate-also referred to as RO, is the number of people 1 infected person passes the infection along to. Above 1 means it is spreading, below 1 means the virus is going away. Daily New Cases %-Controls for population based on 100,000 people in an area.

Dr. Baker-Herring explained, we are using Covid ActNow website for data. The data points are pulled for our metric to determine our mode of instruction as we move forward in our return to learn plan. The metric we are primarily using to determine our mode of instruction is the positive test rate. Once we have a 14 consecutive day average below 5% we will announce within two school/business days, when school will be reopening.

Ms. Pastor reviewed the three indicators; Positive Test Rate-7 Day Average, Infection Rate and the Daily new Cases per 100k Population.

The Recommendations-We will return to the District's approved Hybrid (in-person) model when the positive test rate is below 5% for 14 consecutive days, using data from the Covid ActNow website, and the 14 day rolling average spreadsheet.

It is recommended that when community spread in Wayne County is below 5% (per John Hopkins and the WHO) for 14 consecutive days (according to the positive test rate) SCSD will announce a return date within 2 business days for in person learning.

When the 14 day average is above 5%, all students attending in-person instruction will shift to remote instruction, as announced by the superintendent. When the community spread is below 5% for 14 consecutive days, all hybrid students attending remote learning will return to in-person instruction, as announced by the superintendent.

In one Michigan district, community spread was 1.6% the day before school, 11 days later, it was 5.2%, two days later, it was 6.3%, the next day, it was 6.9%. If there is a situation where the infection rate is under 1 and the daily new cases are below 5 per 100k; that would be an indicator for a safe return as well.

Discussion took place about age level reporting and if the district was ever below a 5% rating; if this recommendation takes all the decision making away from the board. Ms. Pastor responded that the reporting is not broken down by age level, we were below 5% at the beginning of the school year. In August we were at 3.6%, using this metric we would have been able to start the school year. This recommendation does not take the decision making away from the board. By law the board needs to meet once a month and talk about the mode of instruction. If the board wants to use this 14-day rolling average, they would be looking at the superintendent conveying that message, so the board would know when we are close. Allen Park posts it on their website so it is very transparent and people can see the positivity rate-low or high, below or above 5%.

CONSENT

2020/21-69 It was moved by Dr. Pomponio supported by Mr. Craig, the board approve the the minutes from November 10, 2020 Closed Session and Regular Board Meeting and the HR Update.

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

ACTION

1. Superintendent Contract-Approval of Employment Agreement:

2020/21-70 It was moved by Mr. Lamos supported by Mr. Craig, the board approve the Employment Agreement between Sharon Irvine and the Southgate Community School District effective January 1, 2021 as presented.

Discussion took place regarding the negotiation between Ms. Irvine and the district over the terms of the contract. Questions were asked about the involvement of the committee in reaching the agreement and why the contract was being negotiated at all once the offer was made.

Dr. Pomponio and Mr. Green expressed concern over the compensation package that was negotiated, especially during a time in this district when we are losing students. They questioned why more compensation was being offered if we knew she was going to take the job anyway.

Board members all agreed to move forward and support the district, students and parents.

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

Mr. Estheimer thanked the committee for their work and welcomed Ms. Irvine to the team.

2. **Approval of Anderson High School Track Pit Equipment:** Jill Pastor explained to the board, as per board policy #5300 all items that exceed \$3,500 must be brought to the board for approval. Our current pits are over 20 years old. Over time, the cushioning effect diminishes, the material breaks down, it doesn't retain its shape, elasticity and it sags. This replacement would help with the safety of our athletes. Based on the quotes, it is the recommendation to award the purchase of this equipment to VS Athletics. These funds will come from the remaining dollars from the 2015 Bond.

Discussion took place about the amount of funds still remaining from the 2015 Bond and if this equipment is stationery.

2020/21-71 It was moved by Mr. Lamos supported by Mr. Sage, the board approve the purchase of a track pit equipment as presented for Anderson high School not to exceed \$30,237.00.

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

3. 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.

2020/21-72 It was moved by Mr. Green 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 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 hours status effective Wednesday, December 2, 2020:

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

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, December 2, 2020, and that his/her services have been reduced until January 22, 2021, 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:

4. 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.

2020/21-73 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 Paraprofessionals 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, December 2, 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 hour's status effective Wednesday, December 2, 2020, and that his/her services have been reduced until January 22, 2021, 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:

#5. Employee Layoffs-Asher Staff: Ms. Pastor explained, the board is being asked to approve the temporary layoff and /or reduction in hours for Asher personnel during fully remote instruction. This includes the employees listed below.

2020/21-74 It was moved by Mr. Green supported by Mr. Sage, the board approve the following resolution:

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

WHEREAS, the administration of this District has notified 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/or the reduction in hours for personnel listed below.

NOW, THEREFORE, BE IT RESOLVED:

1. The following Staff members are hereby placed on temporary layoff/reduced hour's status effective Wednesday, December 2, 2020:

#s 101653 102017 101701

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, December 2, 2020, and that his/her services have been reduced until January 22, 2021, 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 provision of this resolution be and the same are hereby rescinded.

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

NO:

6. Approval of Anderson High School Field House Rooftop Heating Unit: Ms. Pastor explained, as per board policy #5003 all items that exceed \$3,500 must be brought to the Board for approval. In the past the field house was used year-round to have meetings, watch film, workout and as extra space for conditioning to alleviate some of the burden for space in the high school. Along with the 3 required quotes there is an email from the varsity football coach regarding the use of this facility. Based on the quotes, the recommendation is to award this project to Allied General Mechanical, LLC. These fund will come from the remaining dollars from the 2015 Bond.

2021/21-75 It was moved by Mr. Lamos supported by Dr. Pomponio, the board approve the purchase of a rooftop heating unit as presented for Anderson High School Field House, not to exceed \$47,750.00.

Discussion took place about the donated fitness equipment.

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

NO:

7. Approval of Tree Removal Service: Ms. Pastor explained, as per board policy #5300 all items that exceed \$3,500 must be brought to the Board for approval. There are several Trees on the Fordline Elementary property recommended for removal by the Director of Facilities/Maintenance, Jacob Galarza-Jimenez. Board members received an email and pictures with details. Based on the quotes, the recommendation is to award this project to Blain's Tree Experts, Inc. These fund will come for the remaining dollars from the 2015 Bond.

2020/21-76 It was moved by Mr. Lamos, supported by Dr. Pomponio, the board approve the tree removal service as presented for Fordline Elementary property, not to exceed \$25,000.00.

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

EMPLOYEE REPRESENTATIVES

None

INFORMATION/ANNOUNCEMENTS

Mr. Green wanted to clarify that the decisions regarding COVID are hard. He likes the rubric from Wayne County. Even though the board disagrees on some subjects, they are all in it for the right reasons. He would go to bat for anyone on the board. No board members have ill content in their hearts and do what they think is best for kids. We will get through it good, bad or indifferent. We will wish Ms. Pastor the best of luck in retirement and we will start a new chapter in Southgate Public Schools with Ms. Irvine. He has no ill will for anyone on the board or the community, everyone has a right to their opinion.

Mr. Lamos commented that something would be wrong with us if we didn't have contentious conversation.

Dr. Pomponio apologized and didn't want to seem as if she was coming off angry. When it comes to the students, staff and the district she gets passionate when things don't sit well with her. Ultimately, just to clarify everything worked out. She has no ill will and looks forward to moving forward. She wished everyone Happy Holidays.

Ms. Pastor pointed out the 2020-21 Student Calendar. Administration and United Teachers of Southgate updated the professional development days to Wednesdays due to those being "lighter" remote days which is less impactful to students.

Mr. Estheimer welcomed Dr. Irvine to the district and mentioned that we will meet again next Tuesday.

ADJOURNMENT

2020/21-77 It was moved by Mr. Lamos supported by Mr. Green the board adjourn the meeting at 8:37 p.m.

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

Respectfully submitted by: Theresa Grzechowski

Dr. Darlene Pomponio-Secretary
Board of Education

