



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

**BOARD OF
EDUCATION**

PRESIDENT

TIMOTHY O. ESTHEIMER

DATE: TUESDAY, DECEMBER 8, 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

The Pledge of Allegiance was recited.

Mr. Estheimer read the District Mission and Vision Statements.

TREASURER

RICK LAMOS

REVISIONS/APPROVAL OF AGENDA

2020/21-80 It was moved by Mr. Green supported by Mr. Sage, the board eliminate Action Item #4 and approve the December 8, 2020 Regular Board Meeting Agenda.

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

NO:

TRUSTEES

JASON CRAIG
NEIL J. FREITAS
SHAWN SAGE

ADMINISTRATION

CITIZENS COMMENTS

Laura Vadasz submitted a comment read by Ms. Pastor asking why citizen's can't be given zoom passwords to interact with board meetings.

SUPERINTENDENT

JILL M. PASTOR

PRESENTATIONS

1. **Retirement Presentation-** Mr. Estheimer; Working with Ms. Pastor these past four years and her role as Curriculum Director and Superintendent has been a wonderful experience for me. Jill has a great sense of humor, she's an extremely hard worker with an amazing work ethic. She not only has rounded out this team of eight these past few years but has become a teacher and a mom to the entire district. Ms. Pastor could always be seen at events cheering on our Titans and was the first member of staff our incoming kindergartners met as she welcomed them with a book and a hand written note. She was known to many of us for her handwritten notes and thoughtful gifts. We are sad to see her go but happy to see her begin this journey into retirement. In the past we would take her across the street after a meeting and send her away with some holiday cheer but for tonight this will have to do. We do owe you one Jill. You'll be a Titan for life.

Mr. Green continued; It's difficult to put something together virtually and trying to hide it from her. I have not had the pleasure of knowing Jill as long as Rick, Neal and some other people. When she was Curriculum Director I knew who she was and respected her work, but the last two and a half years obviously was absolutely amazing. I held the utmost respect for Leslie and I hold the same amount of respect for Jill.

BUSINESS AND FINANCE

DIRECTOR

BARBARA WILSON, CFO

CURRICULUM/FEDERAL
PROGRAMS DIRECTOR

DR. MICHELLE BAKER-
HERRING

I want the community, who are watching, to know that this is a lady who spent almost 30 years of her education in one place. 27 and a half years in Southgate. Talk about someone who loves this community; that loves this school district. It's hard to stay (in these days, with all the movement and change) that long in any one place whether you are in a job in education or sports. To be basically a Titan for that long. To get her dedication as an educator and as a principal, curriculum director and as a superintendent and to think about how many lives she touched over those years; all those children, all those families- she made a difference. That's all you can say in this life, that you made a difference. Our tombstones aren't going to say anything about wealth; it's if we made a difference. Jill definitely made a difference. I am proud of what she has done. Jill was here when we were almost in takeover, when many of us on this board first came on and saw it through; from a state takeover to a phase one when we started to pull out of it to where we are now. She was part of the bond being passed and the second one being passed. There are just not enough words to say what she has done for this community and this district. You will be hard-pressed to find someone like her. A weaker person would have failed as the superintendent of Southgate in the last few years and she didn't. She took the bulls by the horn with her team and led us out of the dark ages. She is leaving us in a heck of a lot better spot than we were when I met her 5 years ago, that's for sure. That is a credit to her and the people that surround her. For that Jill, I have to say that it's going to be hard to see you go, but if you talk to Leslie at all she'll tell you that I bother her so I will be bothering you. Honestly, personally, what I will miss the most is our love for travel. You and I talk extensively outside of all this other stuff, about where we have been and where we're going. For anyone that's old enough to remember "Where's Waldo"; where are we going to be? There are not enough words to say what kind of person you are and the love you have for this community. How sorely you will be missed and what a difference you made.

Mr. Green had Ms. Grzechowski present and read a plaque the board gave to Ms. Pastor: Jill Pastor, a Titan for life. Your love, commitment and dedication to this district and community will never be forgotten- 1993 to 2020.

Mr. Green asked Ms. Pastor to open her personal email where she found a travel voucher from Delta Airlines, from the Board of Education members. Ms. Pastor thanked board members and looks forward to using this when it is safe.

Dr. Pomponio commented; Since I met you a long time ago, I have worked with you in many groups and committees throughout the years. It's especially an honor to meet someone that many parents and students love and cherish from your days at Chormann. It has been great to see so many graduates over the years remember and acknowledge your impact on their lives. You have always been a great leader from my perspective. I've learned so much from you as well. I have always liked the way you run meetings; when you say it's over at 6 p.m. it's over at 6:00 p.m. You appreciate others and their time but you always give of yours, many times without being asked. It's been a pleasure to know you and I wish you a safe, healthy retirement- well deserved-Titan always.

Mr. Lamos added-think Chormann and that crazy three or four years that changed our district. And for Mr. Freitas and Mr. Sage; a couple of weeks ago when we were at the high school-you *did* make a difference.

Mr. Sage commented; I am fairly new to this and obviously new to the board and it's been an absolute pleasure getting to know Jill over the past year, in a thankless job (which a lot of times it seems like it is). Your passion and dedication to Southgate School District and more importantly the kids, you care, and it is seen; by me as a parent prior to getting on the board. Countless parents have told me the amazing job that you have done. Your leadership will be missed greatly and I wish you the best on your retirement.

Mr. Craig commented; I'm not sure how you let them put this at this point in the meeting. This belongs at the end, good job letting Andy and Tim do that. Jill it has been said, you made a difference and that is noted, so thank you very much.

Mr. Freitas commented; Everyone knows that I'm long-winded and I talk so much at these meetings, but Jill I just want to say it's been a pleasure. My family thinks of you in the highest regards; by daughters, my wife, my entire family and what you have given to Southgate and to my family personally. Thank you.

Ms. Pastor thanked everyone and appreciates that they recognize the hard work. She appreciates all the kind words. She said Thank you, it is bittersweet. But she is ready to move on.

2. **Anderson Pool Addition Presentation**-Rob Kakoczki congratulated Jill, and commented that it has been a pleasure working with her on the bond program.

Mr. Kakoczki gave the board a power point presentation on the Natatorium and Weight Room Schematic Design Update. Mr. McPartlin from TMP was also participating. The presentation overview; the historical facts of the bond, goals and objectives, schedule update, schematic design-scope of work and budget.

The schematic design documents and estimate are complete. TMP is to complete design development documents by mid-January. Bond team to review the development documents by the end of January. Granger to develop the design document estimated by early February for bond team review. Design development board presentation to be scheduled for February. TMP to have final check construction documents complete by late March. Final bid documents targeted to be complete by the end of March. Project to be bid in April. Contract award recommendations to be presented to the Board of Education for approval in May/June. Construction to start in June/July of 2021. Construction to be substantially complete in August of 2022.

Mr. Kakoczki reviewed the scope of work for the Natatorium addition, weight room and existing Athletic Lobby renovation. The Natatorium-2 story 22,700 sq. ft. with an 8-lane competition swimming pool, locker rooms, meet management office, coach's office, family changing room, storage, spectator seating, mechanical/electrical room, pool equipment storage. The addition will also include a new elevator and stairs to upper level spectator seating and new roof-top HVAC units and dehumidification unit.

The weight room/fitness facility will be converted from the existing 5300 sq. ft. natatorium. The existing pool will be infilled, new rubber sports flooring, new windows, new roof-top HVAC unit will be added. The existing Athletic Lobby will be renovated to include accessible ramp to new weight room/fitness facility and connection to the new natatorium lobby.

The site plan was reviewed, showing where the new addition will be built and an overview of the scope of work was given to the board. Currently the design estimate is over budget. Mr. Kakoczki broke down the estimate by showing the separate costs for the project. Moving forward, steps taken to reduce the cost overage; the Team is working together to develop cost reduction ideas while maintaining the design intent; Budget allocations for flooring and painting could be used for the athletic lobby renovation; Boiler being replaced in Series 1 construction could be sized to handle new addition allowing budget to be allocated to this project (\$105k budget); Cost savings from earlier bond project could be allocated-turf project=Approx. \$130k and building signage project=\$18k; Portion of cost escalation contingency could be allocated; Portion of owner contingency could be allocated. The ultimate goal is to reduce the cost to the original budget but there are funds available to allocate to this project to maintain the original design integrity.

Discussion took place regarding; the weight facility space being used for classrooms, who is on the "Team" and giving those names to the board, questions were asked about what is going to happen to the bleacher area in the existing pool area. Board members questioned the current wrestling space and what it might be used for, who sits on the committee, the seating capacity of the Natatorium and the placement of the signage on the outside of the Natatorium wall noting the importance of placing our brand where people can see it. It was suggested we ask other athletic directors or superintendents from other districts, with Natatoriums, for their input on what works, what doesn't and what they might have done differently.

CONSENT

2020/21-81 It was moved by Dr. Pomponio supported by Mr. Craig, the board approve the HR Update and disbursements for November 2020.

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

NO:

ACTION

1. Southgate Community School District Mode of Instruction: Ms. Pastor explained, Senate Bill 0927 was signed by Governor Whitmer on September 20, 2020 and assigned PA-0165 on October 1, 2020 effective immediately, Section 98a of the law modifies the requirements for district/PSA Extended COVID-19 Learning Plans required in Public Act 149.

Assurance #8: Thirty days after the approval of the plan under subsection (2) and each month thereafter, the district must, at a meeting of the board, reconfirm how instruction is going to be delivered during the 2020-2021 school year. Tonight the board will vote to satisfy this requirement.

2020/21-82 It was moved by Dr. Pomponio supported by Mr. Craig, the board approve the Southgate Community School Mode of Instruction to be: Fully Remote through Friday, January 22, 2021 (End of the first semester).

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

NO:

2. Southgate Community School District Metric: Ms. Pastor explained, the COLT Leadership Team presented the suggested metric at our last meeting. The recommendation is to 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 Act Now website, and the 14-day rolling average spreadsheet.

It is our recommendation, 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. Our goal would be to begin the following Monday.

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 students attending remote learning will return to hybrid in-person instruction, as announced by the superintendent.

If there is a situation where the infection rate is under 1 and the daily new cases are below 5 per 100,000; that would be an indicator for a safe return as well.

Discussion took place about the arbitrary nature being taken away by using this metric to make the decision about mode of instruction. Questions were brought up about the specific set of metrics that are used and the message from the government about the importance of getting kids back to school.

2020/21-83 It was moved by Dr. Pomponio supported by Mr. Craig, the board approve the Southgate Community Schools Metric as presented.

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

NO: Lamos

Mr. Estheimer called on Mr. Sage to ask his question about the consent agenda, specifically the disbursements and payment for the dumpster at AHS for the construction trades. Ms. Wilson verified that the fee was justified. The dumpster was used for the tear down of last year's projects.

3. Approval of Amended General Operating Fund Budget for 2020/2021: Ms. Wilson shared a power point presentation with the board detailing the revenues and expenditures associated with the continued operations of the outstanding programs of the Southgate Community School District. With continuing financial pressure on the resources of the District, several cost containment measures have been implemented in order to meet these ever-increasing financial challenges. However, despite these challenges, this budget is based on essentially the same level of programming the District has offered in prior years. The possible financial impact of COVID-19 is reflected in proposed revenue.

The 2020-2021 General Operating Budget is based on the following assumptions:

- Local tax revenue is based on the full 18-mill levy authorized by law on taxable non-principal residence property, except commercial personal which is levied at 6 mills.
- The State Aid foundation allowance did not change from \$8,111 per pupil. At this time, the Legislature has not proposed a solution to the billion dollar shortage in the 2020-21 School Aid Fund.
- Fall enrollment is decreased by a net 217.64 pupils from the 2019 Fall Count (this includes Virtual school (23a) enrolling 50 pupils). The State has used a "Superblend" of 75% Fall 2019 FTE plus 25% Fall 2020 FTE. This figure is weighted. Net loss of funding is 137 pupils.
- Large increase in revenue and expenditures due to COVID funding recognized in 2020-2021 approximately \$2,000,000, plus additional grants. Net impact is 0.
- Employee severance agreement payments for year 3 (final year) will be made in the amount of \$258,871.
- Included is estimated additional severance to be paid \$291,743.
- Hard Cap (Public Act 152) cost increase 3.35.
- Retirement costs have been budgeted at the average cost of 42.72%. This represents an increase of 7.04%.
- Three fewer teaching positions in the district due to a decline in enrollment (one voluntary).
- Reinstate on Administrator position for half year.
- The Enhancement Millage (year 5 of 6) will be slightly reduced as a result of projected loss of students. Enhancement dollars allocation on hold, except Athletic Trainer.
- Projected General Fund balance as a percentage of unrestricted revenues is 8%.

2020/21-84 It was moved by Mr. Lamos supported by Dr. Pomponio, the board approve the 2020-2021 amended General Operating Fund budget as proposed.

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

NO:

Item #4 eliminated from agenda.

5. Contract Award Recommendation for Anderson Exterior Signage: Ms. Pastor gave the board a recommendation letter from Plante Moran Cresa and a summary of the official RFP details. In summary, The Project Team is recommending LaVanway Sign Company, Inc. for the Anderson Exterior Signage.

Discussion took place about where the signs would be placed and if there were photos of the signage.

2020/21-85 It was moved by Mr. Lamos supported by Mr. Sage, the board approve authorizing the Superintendent, subject to the review and approval of the School District Counsel, to award the Anderson Exterior Signage to LaVanway Sign Company, Inc. not to exceed 53,000.00.

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

NO:

6. Contract Award Recommendation for Commissioning Services: Ms. Pastor gave the board a recommendation letter from Plante Moran Cresa and a summary of official RFP details. In summary, The Project Team is recommending IMEG Corp., for Commissioning Services for Series 1 or the 2020 Southgate Bond Program Projects.

Discussion took place about the price difference in bids. The initial concern was eased when the Team looked into it. This group went aggressively after this project because they wanted to get into the Michigan Market. They are a very large firm, they do commissioning all over the country.

2020/21-86 It was moved by Mr. Green supported by Dr. Pomponio, the board approve authorizing the Superintendent, subject to the review and approval of the School District Counsel, to award the IMEG Corp., for Commissioning Services not to exceed \$41,900.00 as presented.

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

NO:

7. Contract Award Recommendation for Asbestos Inspection: Ms. Pastor gave the board a recommendation letter from Plante Moran Cresa. In summary, The Project Team is recommending Arch Environmental Group for Series 1 of 2020 Southgate Bond Program Projects.

2020/21-87 It was moved by Dr. Pomponio supported by Mr. Craig, the board approve authorizing the Superintendent, subject to the review and approval of the School district Counsel, to award the Asbestos inspection not to exceed \$27,200.00 as presented.

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

NO:

EMPLOYEE REPRESENTATIVES

None

INFORMATION/ANNOUNCEMENTS

Dr. Pomponio-to Mr. Jason Martin, it has been a pleasure to work with you over the years. I appreciate you and your dedication to the district. Have a great retirement and you will be always be a Titan here. Thank you for your service. Happy Holidays to all of our staff, students and parents. Have a safe and healthy holiday.

Mr. Green-Gave Mr. Martin well wishes in his retirement and all the years. There's another person who spent his entire career and gave his all to the community. I wish him the best in his retirement. I need to thank my man Mr. Craig for bringing me venison today. I also want to say that Mr. Lamos made a great point last week when we had a pretty strong discussion about things. It was probably healthy but I still think it's important to understand that for the most part we are all in it together and we get along. I owe Mr. Craig an apology, he apologized to me when we talked earlier and I think it's important that we get along. I have talked to Mr. Sage, Mr. Lamos, Mr. Freitas, I have talked to everybody this week about something. I just want the community to know that we are all in it for the right reasons.

Mr. Green briefly addressed the citizen comment; we did try Zoom, a lot of school boards tried that and the problem with the Zoom and the Google is when you have 100 people or 50 people even, you can't mute everyone. If you do you are muting the board. If somebody is inappropriate, not saying it would happen, but it has happened. It happened with other boards. You have one person trying to find where that mute button is. We did have an issue and I don't think it was done with malice where with the zoom call somebody just jumped into the meeting and started participating and talking and in the chat room it can get out of control. If we were live and in a regular board meeting, citizen's have a point for citizen's comments but they can't interrupt the board as they're doing business. It's just not something that's feasible that's why on the forum online you have a way to make a citizen comment. We either research them or we don't comment on them a lot but I think sometimes it's important to answer those questions so you know where we are coming from. That's the reason we don't have live discussions and chats in a zoom meeting. Most boards are not doing it that way also.

I want to wish everybody in this community a Happy Holiday whatever your religious preference is, what your belief system is to enjoy the holidays. Have safe and blessed holidays, we all say that but it is even more important in this crazy year.

I am going to end once again where we started maybe an hour ago-we got presents too from Ms. Pastor; a wonderful binder all board members received with their names on it.

Mr. Green stated; I cannot reiterate enough what kind of respect and love this community has and what kind of respect and love I have for Ms. Pastor and her travels, she is just an amazing person, amazing to work with. She is just a treasure of this community, that's the bottom line, thank you very much.

Mr. Estheimer thanked Mr. Green for mentioning something about the citizen comment. They are exactly what they are described as, they are comments. So when we get to that portion and your comment is read, it is not appropriate for the board to answer comments directly as we speak as one voice as a board. We will either try to answer them at the end, this is the time the board can talk, their portion of the meeting where they can talk freely. So that is usually when we can attempt to answer something if it is a yes/no, easy situation. Oftentimes when you have a comment it gets referred back to the superintendent or the curriculum instructor or member of the administration and they will reach out to you separately if it is something of that scale. Don't think that we are ignoring them, we read them, we are all listening, we acknowledge it and then we move on. It isn't appropriate all the time to answer those specific questions. But Mr. Green did it brilliantly and I appreciate that.

Mr. Estheimer wished Mr. Martin a hearty congratulations on his retirement and once again, Ms. Pastor congratulations on your retirement. Happy Holidays and we won't be meeting again until next year unless something comes up or we need to, we are always available for you to reach out to us.

ADJOURNMENT

2020/21-88 It was moved by Mr. Lamos supported by Mr. Craig, the board adjourn the meeting at 8:22 p.m.

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

NO: Green

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

