

BOARD OF EDUCATION of the LIVONIA PUBLIC SCHOOLS SCHOOL DISTRICT

MINUTES of the Regular Meeting of September 22, 2025

President Bradford convened the meeting at 6:33 pm

Members Present: Acosta, Bradford, Burton, Frank, Jarvis, Johnson, MacFarland

Members Absent: None

District Update from the Superintendent	Superintendent Oquist shared school opening activities, staff professional development, athletics and robotics highlights and other District points of pride.
Point of Pride Presentation: Bond Summer 2025 Highlights	Mrs. Jenkins (LPS Communications) and Mr. Theriault (Plante Moran Realpoint) highlighted Bond renovation projects that took place over the summer of 2025 at Grant Elementary, Buchanan Elementary, Johnson Upper Elementary and ongoing renovations at Churchill high School.
Audience Communication	Three LPS Robotics Team Captains provided highlights of their most successful Robotics season to date, including awards won, district and state level events won, qualifications for World's competitions, future outreach plans at Garfield and supporting Nigerian STEM initiatives. One Coolidge staff member and once Coolidge Noon Monitor addressed the Board sharing their concerns about recess at Coolidge.
Consent Agenda	It was moved by Mrs. Jarvis and supported by Mrs. Frank that the Board of Education of the Livonia Public Schools School District approve the following consent Agenda items: V. A. *Minutes of the Special Meeting of September 15, 2025 V.B. *Minutes of the Regular Meeting of August 18, 2025 Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson, MacFarland Nays: None
Approval of Purchase of Laptops	It was moved by Mr. MacFarland and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District approve the purchase of 90 Dell Laptops,

including Pro Docks and storage upgrades, from People Driven Technology, Byron Center, MI for a total cost of \$71,411.90.

Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson, MacFarland

Nays: None

Teachers for Approval

It was moved by Mrs. Acosta and supported by Mrs. Burton that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Superintendent and offer employment for the 2025-2026 school year to the following teachers:

Name	FTE	Location
Jaime Claymore	1.0 FTE	Academic Services
Kaitlyn Fisher	1.0 FTE	Riley
Colleen Jraiche	0.26 FTE	Shared Time
Yuliya Mironova	1.0 FTE	Riley
Emily Mulvin	1.0 FTE	Frost
Sarah Nantambu	1.0 FTE	Grant
Abigail Parsons	1.0 FTE	Rosedale
Kerry Vanairsdale	1.0 FTE	Roosevelt
Natalie Vincent	1.0 FTE	Kennedy
RheaAnn Weber	1.0 FTE	Student Services

Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson, MacFarland

Nays: None

Teachers for Tenure

It was moved by Mr. Johnson and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Superintendent and acknowledge that tenure status has been granted for the following teachers, effective on their respective dates:

Name	Effective Date
BAKKEN, LINDSAY A	8/30/2025
BERMAN, AMANDA B	9/18/2025
BIGA, KEVIN J	8/30/2025
BILBEISI, RULA	9/11/2025
BISHOP, KELLI M	8/23/2025
BOARDMAN, SHANNON R	8/23/2025
BONE, CASEY A	9/22/2025
BURGER, REBECCA L	8/23/2025
CHAMBERS, KRISTINA M	9/27/2025
CHILDRESS, LINSEY R	8/23/2025
CLEVELAND, ELEANOR E	9/22/2025
CONLEY, TRACY J	9/22/2025
CULP, JACLYNN A	9/22/2025
CURRIE, SARA J	9/22/2025

DISHMON, MOLLY S	9/20/2025
DIXON, ZADA F	9/22/2025
DONOFRIO, KATHRYN R	9/22/2025
DORAZIO, MARISSA R	8/30/2025
ELWOOD, REBECCA A	9/22/2025
FLANNIGAN, MELISSA M	9/22/2025
FOY, LINDSAY M	9/22/2025
GALLAGHER, KRISTIN K	9/22/2025
GIACOMA, KEITH D	8/30/2025
GORDON, COURTNEY A	8/30/2025
GRAMMATICO, MEAGAN M	8/23/2025
GRIFFITH, KIMBERLY R	9/22/2025
HOCH, AMY M	9/22/2025
HOWARD, JILL S	8/23/2025
HUFF, REBECCA N	8/30/2025
JABLONSKI, JILLIAN C	9/22/2025
JORGENSEN, ASHLEY M	8/30/2025
KERNAN, KRISTINE E	9/22/2025
KOCZARA, MICHELLE M	8/30/2025
KOZLOWSKI, DANIEL C	9/21/2025
KREIMES, ANNA M	9/22/2025
LARGES, KELLY K	8/30/2025
MACKINNON, JULIE A	8/30/2025
MANNI, COLLEEN M	8/23/2025
MARSHALL, BRENNAN M	9/22/2025
MCALLISTER, COLLEEN A	9/22/2025
MCCONNELL, JULIE L	8/23/2025
MCDUGALL, JORDAN M	8/30/2025
MELANCON, LAURA L	9/22/2025
MEZIGIAN, ALEXANDRA	9/22/2025
MIFSUD, LINDSEY A	9/22/2025
MIMNAUGH, TREVOR D	8/30/2025
NICHOLL, NICOLE L	9/15/2025
OKANO, ASAKO	9/11/2025
OTTENBREIT, SIENNA	9/13/2025
PAULUS, ALLISON A	8/30/2025
PIETRZAK, EMILY E	8/30/2025
RACHUY, DANIELLE M	8/23/2025
REITER, MICHELLE L	8/30/2025
RITCHIE, KRISTY M	9/22/2025
ROBERTSON, KAELEIGH C	8/30/2025
ROSBURY, BRETT J	9/22/2025
SALVIA, KATHRYN A	9/22/2025
SCHACHT, HAYLIE A	9/22/2025
SCHROEDER, KATELYN N	9/22/2025
SHARP, ERICA M	9/22/2025
SMITH, SUMMER L	8/30/2025
STABLER, KAITLYN M	8/30/2025
STEIMEL, JODI L	8/23/2025
STEMPKY, KILEY L	9/22/2025
STONE, KELLY G	9/22/2025
WAGNER, ADAM C	9/22/2025
WARD, SCOTT T	8/30/2025
WARNICK, MELISSA S	9/22/2025
WEISS, ALLISON E	9/22/2025
WIDNER, LILLIAN M	9/22/2025
WIKLANSKI, GREGORY S	8/30/2025
WILK, CHELSEA N	9/22/2025

WOODHALL, KAILA C	9/22/2025
YOST, HALEY M	9/22/2025
YOUNG, OLIVIA L	9/22/2025
ZAJAC, SARAH C	8/30/2025

Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson, MacFarland
Nays: None

Resignations

As authorized in the Board of Education motion of June 23, 2025, the following resignations have been accepted by the Superintendent. This list is provided for informational purposes only and do not require a vote.

<u>Name</u>	<u>Date Effective</u>
Sarah Nantambu	September 19, 2025
Kinberly Simon	August 27, 2025

Retirements

It was moved by Mrs. Frank and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District adopt the resolutions of appreciation for services rendered by:

Christina Barnes

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Christina Barnes will retire from the district on September 30, 2025; and,
WHEREAS, Christina Barnes has devoted 16.8 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a special education paraprofessional at Perrinville Early Childhood Center, Churchill High School, Riley Upper Elementary, Cooper Upper Elementary, Roosevelt Elementary and Frost Middle School; and,
WHEREAS, She has given conscientious, careful, and loyal service to the students, staff, and community during her tenure with the Livonia Public Schools;
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby express its deep appreciation to Christina Barnes for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Kathryn Haro

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Kathryn Haro will retire from the district on September 26, 2025; and,
WHEREAS, Kathryn Haro has devoted 19.1 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a general helper in the Central Kitchen, at Stevenson High School, Cooper Upper Elementary and Riley Upper Elementary; and,
WHEREAS, She has given conscientious, careful, and loyal service to the students, staff, and community during her tenure with the Livonia Public Schools;
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby express its deep appreciation to Kathryn Haro for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Trace Leach

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia

Public Schools School District that Trace Leach will retire from the district on December 2, 2025; and,
WHEREAS, Trace Leach has devoted 47 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a custodian at Kennedy Elementary, Riley Middle School, Emerson Middle School, Cooper Elementary, Hoover Elementary and the Livonia Career Technical Center; and,
WHEREAS, He has given conscientious, careful, and loyal service to the students, staff, and community during his tenure with the Livonia Public Schools;
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby express its deep appreciation to Trace Leach for his countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Jose Manas

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Jose Manas will retire from the district on June 4, 2025; and,
WHEREAS, Jose Manas has devoted 23.3 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a bus driver in the Transportation Department; and,
WHEREAS, He has given conscientious, careful, and loyal service to the students, staff, and community during his tenure with the Livonia Public Schools;
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby express its deep appreciation to Jose Manas for his countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Julie Rathgeber

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Julie Rathgeber will retire from the district on January 5, 2026; and,
WHEREAS, Julie Rathgeber has devoted 18.5 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a bus driver in the Transportation Department; and,
WHEREAS, She has given conscientious, careful, and loyal service to the students, staff, and community during her tenure with the Livonia Public Schools;
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby express its deep appreciation to Julie Rathgeber for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson,
MacFarland
Nays: None

Appointment of 2025
MASB Voting
Delegates

It was moved by Mrs. Burton and supported by Mrs. Frank that the Board of Education of the Livonia Public Schools School District approve Mark Johnson, Madeline Acosta, Liz Jarvis and Dave MacFarland as voting Delegates and Karen Bradford, Colleen Burton, and Crystal Frank as alternates for the MASB Delegate Assembly in Traverse City, MI on October 23, 2025.

Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson,
MacFarland
Nays: None

Second Reading and Adoption of Board Bylaw BBBC – Board Member Expenses and Development Opportunities

It was moved by Mrs. Jarvis and supported by Mrs. Frank that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Policy Committee and adopt Board Policy language for Board Bylaw BBBC:

**BYLAWS OF THE BOARD
BOARD OPERATIONS
BOARD MEMBER EXPENSE AND
DEVELOPMENT OPPORTUNITIES**

**BBBC
September 22, 2025**

The District may pay (through reimbursement or otherwise) the actual and necessary expenses incurred by its Board members in the discharge of their official duties or in the performance of functions authorized by the Board.

Board members are encouraged to attend educational, leadership, and developmental classes, workshops, conferences, and seminars that may assist them in the performance of their duties. Members may be reimbursed for their actual and necessary expenses, which include registration fees, costs of travel, lodging, and meals (not including alcoholic beverages).

The approval of Board expenses and reimbursements shall be conducted according to the following stipulations:

- Direct District expenditures must be approved by the Board at a voting Board meeting prior to the expenses being incurred.
- Individual Board member reimbursements must be approved at a voting Board meeting prior to payment of the reimbursement to the Board member.
- In order to facilitate the aforementioned approvals, the Board will bring forth an annual request for approval at the start of each school year with the intent of preapproving anticipated professional development expenditures.
- Any Board member expenditures associated with out-of-state events or travel, and/or any Board member expense that totals \$1,500 or above must be brought to a voting Board meeting, separate from the annual preapproval request, for approval prior to the expense being incurred.

Members shall be subject to the same per diem and mileage rates as employees of the District. The District's standard expense reporting procedure, appropriately adapted for the Board of Education, will be followed.

LEGAL REF: MCL 380.1254

Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson, MacFarland
Nays: None

Second Reading and Removal of Board Policy DFB – Federal and State Aid

It was moved by Mrs. Jarvis and supported by Mrs. Frank that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Policy Committee and remove Board Policy DFB – Federal and State Aid:

BOARD POLICY

DFB

FISCAL MANAGEMENT
FEDERAL AND STATE AID

APRIL 14, 2014

The Board of Education may accept federal funds and state categorical funds and administer them as directed by law.



LEGAL REF.: MCL 380.1297; 3.541; 3.542

Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson,
MacFarland

Nays: None

Second Reading and
Removal of Board
Policy DJCA – Pay Day
Scheduled

It was moved by Mrs. Acosta and supported by Mrs. Frank that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Policy Committee and remove Board Policy DJCA – Pay Day Schedules:

BOARD POLICY

DJCA

FISCAL MANAGEMENT PAYDAY SCHEDULES

October 23, 2023

For payday schedules, see the individual master agreements on the district's website:

- AFSCME (American Federation of State, County & Municipal Employees)
- LEA (Livonia Education Association)
- LEADS (Livonia Educational Administrators)
- LPA (Livonia Paraprofessionals' Association)
- LSA (Livonia Secretarial Association)
- SEALS (Supervisory Employees' Association)



Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson,
MacFarland

Nays: None

Second Reading and
Adoption of Board
Policy GAEA –
Discriminatory
Harassment of
Employees or
Applicants for
Employment

It was moved by Mr. Johnson and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Policy Committee and adopt Board Policy language for Board Policy GAEA-Discriminatory Harassment of Employees or Applicants for Employment:

**BOARD POLICY
PERSONNEL**

GAEA

DISCRIMINATORY HARASSMENT OF EMPLOYEES

OR APPLICANTS FOR EMPLOYMENT

SEPTEMBER 22, 2025

Discriminatory harassment of employees or applicants for employment by School District employees, Board members, vendors, contractors, students, parents, invitees, guests, volunteers, or others doing business with the School District, etc., will not be tolerated. "Discriminatory harassment" means unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct relating to an individual's sex (including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity), race, color, national origin, age, religion, height, weight, marital status, or disability, when (a) submission to the conduct is made a condition of obtaining employment; (b) submission to, or rejection of, the conduct is used as a factor in decisions affecting the individual's employment; or (c) such conduct or communication has the purpose or effect of substantially interfering with the

individual's employment, or creates an intimidating, hostile, or offensive work environment.

Any employee or applicant who believes that he or she has suffered discriminatory harassment should promptly report the incident(s) to the Director of Human Resources. In the event the employee or applicant cannot report to the Director of Human Resources, the employee should promptly report the incident(s) to the Superintendent. In the event that the employee or applicant is charging the Superintendent or a Board member with discriminatory harassment, he or she should promptly report the incident(s) to the Board President. In the event that the employee or applicant is charging the Board President with such harassment, he or she should promptly report the incident to the Vice President of the Board. In the event that the applicant or employee are charging both the Board President and Vice President with such harassment, he or she should promptly report the incident to the Title IX Coordinator. Any employee who has notice of discrimination or harassment on the basis of sex of an employee or applicant should promptly notify the Title IX Coordinator. Any member of administration who becomes aware of discriminatory harassment of an employee or applicant on the basis of a protected class other than sex should promptly notify the Director of Human Resources. Reports of discriminatory harassment may be made orally or in writing.

In determining whether the alleged conduct constitutes discriminatory harassment, the totality of their circumstances, the nature of the conduct, and the context in which the alleged incident(s) occurred will be investigated. The School District has the responsibility of investigating and resolving complaints of discriminatory harassment. The School District shall first determine whether the complaint concerns allegations of (a) discrimination on the basis of sex in the educational programs and activities which it operates; (including employment, admissions, recruitment, referrals, and collective bargaining), or (b) sexual harassment. If the allegations concern either of these matters, the Title IX Coordinator shall resolve the complaint in accordance with the Title IX grievance procedures of Administrative Procedure JAA. If the Title IX grievance procedures are not applicable based upon the conduct alleged, the allegations will be investigated in accordance with the procedures set forth Policy GAAA.

In cases where the alleged discriminatory harassment was committed by the Superintendent or a member of the Board of Education, the School District will appoint outside legal counsel to investigate the alleged incident(s). The results of an investigation and any action taken thereon will be communicated to the complainant.

The School District considers discriminatory harassment to be a major offense which will result in corrective action; regardless of the offender's position with the School District. Corrective action of a School District employee may include disciplinary action; up to and including, termination of employment. Corrective action of a student may include disciplinary action; up to and including, expulsion.

The School District will not tolerate any form of reprisal toward a complainant, and any such allegation should be immediately reported to the Director of Human Resources for investigation and appropriate action, if necessary.

LEGAL REF.: Civil Rights Act and Faragher v. City of Boca Raton, 524 US 775, 118 SCt 2275
141 LE2d 662 (1998), Title IX of the Educational Amendments of 1972, 20 U.S.C. §§ 1681, et seq.

Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson,
MacFarland
Nays: None

Second Reading &
Adoption of Board
Policy JAA – Equal
Education
Opportunities

It was moved by Mrs. Frank and supported by Mr. MacFarland that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Policy Committee and adopt Board Policy language for Board Policy JAA – Equal Educational Opportunities:

BOARD POLICY JAA SEPTEMBER 22, 2025
STUDENT
EQUAL EDUCATIONAL OPPORTUNITIES

Livonia Public Schools prohibits unlawful discrimination on the basis of race, color, religion, sex (including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity), national origin, age, height, weight, marital status, handicap, or disability in any of its education programs or activities.

Students and other persons will not be denied participation in or the benefit of any educational program or activity, or discriminated against in any manner that violates state or federal law, on the basis of race, color, religion, sex (including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity), national origin, age, height, weight, marital status, or handicap/disability.

The Director of Student Services is appointed the Civil Rights Coordinator regarding complaints of disability/handicap discrimination involving educational services, programs, and activities. The Director of Human Resources is appointed the Civil Rights Coordinator regarding all other complaints of discrimination. These individuals are responsible for coordinating the implementation of the School District's obligations under state and federal laws that prohibit conduct also prohibited by this policy. A student or other person who believes that the School District or its Board of Education has not complied with the law or this policy should promptly file an oral or written complaint with the School District's Civil Rights Coordinators. The assigned Coordinator will meet with the complainant and conduct a reasonable investigation into the facts and circumstances surrounding the complaint.

The complainant or respondent may appeal the Coordinator's determination to the Superintendent by so notifying the Superintendent within ten (10) calendar days of the Coordinator's determination. The Superintendent shall affirm or reverse the Coordinator's determination and, if warranted, implement the Coordinator's proposed resolution or a modification thereof. The Superintendent's decision shall be final.

LEGAL REF.: Civil Rights Act and Americans with Disabilities Act

Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson,
MacFarland
Nays: None

Second Reading and
Adoption of Board
Policy JCED –
Discriminatory
Harassment of
Students

It was moved by Mrs. Burton and supported by Mr. Johnson that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Policy Committee and adopt Board Policy language for Board Policy JCED – Discriminatory Harassment of Students:

**BOARD POLICY
PERSONNEL**

**JCED
SEPTEMBER 22, 2025**

DISCRIMINATORY HARASSMENT OF STUDENTS

Discriminatory harassment of students by School District employees, Board members, vendors, contractors, fellow students, parents, invitees, guests, volunteers, or others doing business with the School District, etc., will not be tolerated. "Discriminatory harassment" means unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct relating to an individual's sex (including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity), race, color, national origin, age, religion, height, weight, marital status or disability when (a) submission to the conduct is made a condition of utilizing or benefiting from the services, activities or programs of the School District; (b) submission to, or rejection of, the conduct is used as the basis for a decision to exclude, expel, or limit the student in terms, conditions, or privileges of the School District; or (c) the conduct has the purpose or effect of substantially interfering with the student's education, creates an intimidating, hostile or offensive educational environment. Any student who believes that he or she has suffered discriminatory harassment should promptly report the incident(s) to his or her counselor or building principal. In the event that the student is charging the building principal with such discriminatory harassment, he or she should promptly report the incident(s) to the Superintendent. In the event that the student is charging the Superintendent or a Board member with such discriminatory harassment, he or she should promptly report the incident(s) to the Board President. In the event that the student is charging the Board President with such discriminatory harassment, he or she should promptly report the incident to the Vice President of the Board.

In determining whether the alleged conduct constitutes discriminatory harassment, the totality of the circumstances, the nature of the conduct and the context in which the alleged incident(s) occurred will be investigated. The School District has the responsibility of investigating and resolving complaints of discriminatory harassment. In cases where the alleged discriminatory harassment was committed by the Superintendent or a member of the Board of Education, the School District will appoint outside legal counsel to investigate the alleged incident(s). The results of an investigation and any action taken thereon will be communicated to the complainant.

The School District considers discriminatory harassment to be a major offense which will result in corrective action, regardless of the offender's position with the School District. Corrective action of a School District employee may include disciplinary action; up to and including; termination of employment. Corrective action of a student may include disciplinary action; up to and including; expulsion.

The School District will not tolerate any form of reprisal toward a complainant, and any such allegation should be immediately reported to the Director of Human Resources for investigation and appropriate action, if necessary.

CROSS REF.: GAAA, GAEA, GAEAA

LEGAL REF.: Gebser v. Lago Vista Independent School District, 524 US 274 (1998);
Davis v. Monroe County Board of Education, 526 US 629 (1999)

Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson,
MacFarland
Nays: None

First Reading Board
Policy GAAA -
Nondiscrimination

**BOARD POLICY
PERSONNEL
NONDISCRIMINATION
CIVIL RIGHTS AND TITLE IX**

**GAAA
UNE 6, 2016
October 20, 2025**

Livonia Public Schools It is the policy of the Board of Education that Livonia Public Schools School District will not discriminate against any person on the basis of sex (including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity), race, color, national origin, religion, height, weight, marital status, age, handicap, or disability. The District reaffirms its long-standing policy of compliance with all applicable federal and state laws and regulations prohibiting discrimination, including, but not limited to, Titles VI and VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d, ~~et seq.~~, and 42 U.S.C. §§ 2000e, ~~et seq.~~; Title IX of the Educational Amendments of 1972, 20 U.S.C. §§ 1681, ~~et seq.~~, ~~Age Discrimination Act of 1975, 42 U.S.C. §§ 6101 et seq.; Age Discrimination in Employment Act, 29 U.S.C. §§ 621 et seq.~~; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794; the Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101, ~~et seq.~~, the Handicappers' Civil Rights Act, MCL §§ 37.1101, ~~et seq.~~; and the Elliott-Larsen Civil Rights Act, MCL §§ 37.2101, ~~et seq.~~

Civil Rights Complaints

The Director of Student Services is appointed the Civil Rights Coordinator regarding complaints of disability/handicap discrimination involving educational services, programs, and activities. The Director of Human Resources is appointed the Civil Rights Coordinator regarding all other complaints of discrimination.

The Civil Rights Coordinator is designated to receive and resolve complaints from any person who believes that he/she may have been discriminated against in violation of this policy. Any person who believes he/she has been discriminated against in violation of this policy should promptly file an oral or written complaint with the Civil Rights Coordinator within ten (10) calendar days of the alleged violation. The Civil Rights Coordinator will then be responsible for coordinating the District's response in a fair and equitable manner, consistent with relevant laws, District policies and administrative procedures. ~~take the following action:~~ First, commence an investigation of the complaint. Second, arrange for a meeting to occur with the complainant, which may include School District staff who are knowledgeable of the facts and circumstances of the particular complaint or who have particular expertise which will assist in resolving the complaint. Third, complete the investigation of the complaint and provide in writing a reply to the complainant.

- Conduct a reasonable investigation into the facts and circumstances surrounding the complaint.
- Arrange for a meeting to occur with the complainant, which may include School District staff who are knowledgeable of the facts and circumstances of the particular complaint or who have particular expertise which will assist in resolving the complaint.

- ~~Provide due process to the respondent, including a meeting wherein the allegations are explained, relevant evidence is reviewed, and the accused is afforded the opportunity to respond.~~
- ~~Complete the investigation of the complaint and provide in writing a reply to the complainant and respondent.~~

If the Coordinator determines that a violation has occurred, the Coordinator shall make a determination in writing, propose a fair resolution of the complaint, and deliver the determination to the complainant, respondent, and the Superintendent. ~~If the Civil Rights Coordinator determines that a violation has occurred, he/she shall propose a fair resolution of the complaint and deliver the determination to the complainant and the School District's Superintendent.~~ The complainant may appeal the Civil Rights Coordinator's determination to the Superintendent by so notifying the Superintendent in writing within ten (10) calendar days of ~~receiving the the Civil Rights Coordinator's~~ determination. The Superintendent may conduct additional investigation of the facts and circumstances surrounding the complaint. The Superintendent shall affirm or reverse the Civil Rights Coordinator's decision and, if warranted, implement the Civil Rights Coordinator's proposed resolution or a modification thereof. The Superintendent's decision shall be final.

A person is not required to use the procedure outlined above and may instead file a complaint directly with the U.S. Department of Education Office for Civil Rights, 600 Superior Avenue East, Suite 750, OH 44114-2611.

Title IX Sex Discrimination Complaints

Livonia Public Schools prohibits sex discrimination in all programs and activities that the District operates as required by Title IX and the Title IX regulations. Sex-based harassment is a form of sex discrimination, which means harassment on the basis of sex (including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity) that falls within one of the following categories:

- (1) ***Quid pro quo harassment***: an employee, agent, or other person with authority to provide an aid, benefit, or service under the District's education program or activity explicitly or impliedly conditions the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;
- (2) ***Hostile environment harassment***: unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive, and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the District's education program or activity (i.e., creates a hostile environment).
- (3) ***Specific offenses, including***: sexual assault, dating or domestic violence, and stalking.

Sex discrimination, including sex-based harassment, is covered by this Policy when it occurs under the District's education program or activities in the United States. Conduct occurs under the District's education program or activity when it is subject to the District's disciplinary authority. This includes conduct that occurs on school property; through use of school property (e.g., during online learning or when using the District's network or computer systems); at school-sponsored events or activities (e.g., field trips, athletic events, extracurricular activities); and in off-campus settings if the conduct is sufficiently serious or severe that it could contribute to a hostile environment within the District's education program or activities. ~~The District will address a sex-based hostile environment under its~~

~~education program or activities, even when some conduct alleged to be contributing to the hostile environment occurred outside the District's education program or activities.~~

Livonia Public Schools encourages anyone who believes they have been subjected to sex discrimination (or has knowledge of another person being subjected to sex discrimination) in connection with the District's programs or activities to promptly report their concerns directly to the LPS Title IX Coordinator. If an alleged Title IX violation has been first reported to a school administrator, or any other staff member in the District, the allegation must then be reported directly to the LPS Title IX Coordinator. When the Title IX Coordinator receives a report about conduct that may reasonably constitute sex discrimination, the Title IX Coordinator will be responsible for coordinating the District's response in a fair and equitable manner, consistent with Title IX and its regulations.

LEGAL REF.: Titles VI and VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d, et seq., and 42 U.S.C. §§ 2000e, et seq.; Title IX of the Educational Amendments of 1972, 20 U.S.C. §§ 1681, et seq., Age Discrimination Act of 1975, 42 U.S.C. §§ 6101 et seq.; Age Discrimination in Employment Act, 29 U.S.C. §§ 621 et seq.; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794; the Americans with Disabilities Act of 1990, 42 U.S.C §§ 12101, et seq., the Handicappers' Civil Rights Act, MCL §§ 37.1101, et seq.; and the Elliott-Larsen Civil Rights Act, MCL §§ 37.2101, et seq.

First Reading of Board
Policy IDAC -
Kindergarten

**BOARD POLICY
INSTRUCTIONAL PROGRAM
KINDERGARTEN**

**IDAC
~~JUNE 20, 1988~~
Reviewed 5/2014
OCTOBER 20, 2025**

~~Kindergarten education shall be provided for all students of the school district meeting the requirements as indicated in Policy JBA – Compulsory Attendance Ages and Placement of Students Transferring into Livonia Public Schools.~~

The Board of Education recognizes the importance of providing a Kindergarten education to students, even though it is not required by the State of Michigan. The School District shall offer a full-day kindergarten program to all eligible children residing within the District. The program will be designed to provide developmentally appropriate learning experiences that support students' social, emotional, and academic growth, and will align with state standards and requirements.

LEGAL REF.: MCL 380.1147

First Reading Board
Policy IDB – Health
Education

**BOARD POLICY
INSTRUCTIONAL PROGRAM
HEALTH EDUCATION**

**IDB
~~DECEMBER 18, 2017~~
OCTOBER 20, 2025**

~~It is the position of~~ The Board of Education **establishes** that the providing of consultative and preventive health services, **e.g. vision screening**, is generally the responsibility of county government, and that the treatment of individual children is a parental responsibility. **Wayne County Health and Human Services** is a resource the school district will utilize to provide support to staff, families and students, as needed. The school district will provide health education based on content standards and expectations from the Michigan Department of Education.

~~In accordance with this position, the Board of Education expects the school staff to cooperate with the Wayne County Department of Public Health and other governmental agencies. In addition to cooperating with the Wayne County Department of Public Health and it is the policy of the Board of Education to support programs of health education directed to both parents and teachers in regard to student health and to the health of staff members.~~

LEGAL REF.: MCL 380.1502
MCL 380.1170, 1170a, 1170b

First Reading Board
Policy IDBB – Drug
Education

BOARD POLICY
INSTRUCTIONAL PROGRAM
~~DRUG~~ SUBSTANCE ABUSE EDUCATION

IDBB
~~JUNE 20, 1988~~
~~Reviewed 5/2014~~
OCTOBER 20, 2025

The Board of Education recognizes that many health problems caused by substance abuse may be reduced through a comprehensive health education program dealing with the effects of **addictive substances, such as, nicotine, tobacco,** alcohol and narcotics. ~~upon the human system.~~

The school district shall provide educational opportunities through ~~appropriate programs~~ **Physical Education, Health and other courses** at ~~all appropriate~~ levels of schooling for learning about the physiological, hygienic and psychological effects of substance abuse.

LEGAL REF.: MCL 380.1170
MCL 380.1170a

Point of Privilege –
Approval of Board
Annual Professional
Development

Invoking Point of Privilege, it was moved by Mrs. Burton and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District authorize the expenditures of up to \$18,000 for MASB trainings and other professional development throughout the 2025-2026 school year.

Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson,
MacFarland
Nays: None

Hearing from Board
Members

Mrs. Jarvis congratulated and thanked the Robotics teams.

Adjournment

President Bradford adjourned the meeting at 8:16 pm.

Off./Supt./tg

