

**MINUTES
BOARD OF EDUCATION
Livonia Public Schools
15125 Farmington Road
VIRTUAL Regular Meeting
July 27, 2020**

President Johnson convened the virtual meeting at 9:58 p.m. This meeting was held in compliance with the Stay-Home, Stay-Safe Executive Order. In addition, Executive Order 2020-154 temporarily authorizes a public meeting to be held remotely.

Members Present

Bonifield, Bradford, Burton, Centers, Frank, Jarvis, Johnson

Members Absent

None

Written Communication

None

Audience Communication

Communications were received from many individuals regarding the *Return to Learn* plan and were read aloud by administrators during the virtual meeting.

Response to Prior Audience Communication

None

District Update from the Superintendent

Superintendent Oquist expressed his appreciation to everyone who has been involved with plans for the upcoming school year and the Return to Learn plan.

Consent Agenda

It was moved by Mrs. Burton and supported by Mrs. Bradford that the Board of Education of the Livonia Public Schools School District approve the following consent agenda items, as recommended by the superintendent:

V.A. Minutes of the Public Hearing of June 15, 2020

V.B. Minutes of the Regular Meeting of June 15, 2020

Ayes: Bonifield, Bradford, Burton, Centers, Frank, Jarvis, Johnson
Nays: None

Appointment of High School Assistant Principal Churchill

It was moved Mrs. Jarvis and supported by Mrs. Frank that the Board of Education of the Livonia Public Schools School District accept the recommendation of the superintendent and appoint Kristen Quesada as an assistant principal at Churchill High School beginning August 10, 2020.

Ayes: Bonifield, Bradford, Burton, Centers, Frank, Jarvis, Johnson
Nays: None

**Appointment of
High School
Assistant
Principal
Stevenson**

It was moved Mrs. Bradford and supported by Mr. Centers that the Board of Education of the Livonia Public Schools School District accept the recommendation of the superintendent and appoint Lindsay Rousseau as an assistant principal at Stevenson High School beginning August 10, 2020.

Ayes: Bonifield, Bradford, Burton, Centers, Frank, Jarvis, Johnson
Nays: None

**Leaves of
Absence**

It was moved by Mrs. Bonifield and supported by Mrs. Burton that the Board of Education of the Livonia Public Schools School District accept the recommendation of the superintendent and approve the request for leave of absence as listed below:

<u>Name</u>	<u>Date Effective</u>
Emily Mittani	August 31, 2020
Caryn Schmitt	August 31, 2020
Janelle Thorne	August 31, 2020

Ayes: Bonifield, Bradford, Burton, Centers, Frank, Jarvis, Johnson
Nays: None

**Recall of a
Teacher**

It was moved by Mrs. Frank and supported by Mrs. Bradford that the Board of Education accept the recommendation of the superintendent and recall to the district employment as a teacher for the 2020-21 school year:

Alexander Alcorn (1.0) Music Teacher; building(s) TBD

Ayes: Bonifield, Bradford, Burton, Centers, Frank, Jarvis, Johnson
Nays: None

Resignations

The Board was informed that resignations were accepted for:

<u>Name</u>	<u>Date Effective</u>
Michelle Chaffin	June 15, 2020
Fumiyo Brunsell	July 31, 2020

Retirements

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

James Britton, who retired from the district on June 30, 2020, with 28 years of dedicated, loyal, and outstanding service to the students of Churchill High School and Franklin High School as a teacher.

Linda Keimig who retired from the district on July 22, 2020, with 14.5 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a paraprofessional in the Shared Time Program at Hoover Elementary, Hayes

Elementary, Roosevelt Elementary, Cleveland Elementary, Cass Elementary, Buchanan Elementary, Kennedy Elementary, Coolidge Elementary and Emerson Middle School.

Ruth Martin, who retired from the district on June 15, 2020, with 33.5 years of dedicated, loyal, and outstanding service to the students of Riley Elementary, Coolidge Elementary, Hull Elementary, Adams Elementary, Roosevelt Elementary, Buchanan Elementary, Hayes Elementary, Rosedale Elementary, Hoover Elementary as a teacher.

Gloria McCormick, who retired from the district on July 1, 2020, with 19 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a driver in the Transportation Department.

Peter Ministrelli, who retired from the district on June 12, 2020, with 12 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a paraprofessional in the Transportation Department.

Christian Nichols, who will retire from the district on July 31, 2020, with 43 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a custodian and assistant building supervisor at Ford Skills Center, Washington Elementary, Lowell Junior High School, Dickinson Center, Whitman Center, Bentley Center, and Stevenson High School.

David Robison, who retired from the district on July 24, 2020 and with 7.7 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a custodian and assistant building supervisor at Cleveland Elementary, McKinley Elementary, and Frost Middle School.

Jennine Senkbeil, who retired from the district on June 15, 2020, with 33 years of dedicated, loyal, and outstanding service to the students of Franklin High School, Adams Elementary, and Frost Middle School as a teacher.

Corinne Wichmann, who retired from the district on June 30, 2020, with 32 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a clerk and secretary at Buchanan Elementary, Coolidge Elementary, and Kennedy Elementary.

Ayes: Bonifield, Bradford, Burton, Centers, Frank, Jarvis, Johnson
Nays: None

Approval to Purchase Study Sync Textbooks and Online Licenses for ELA Grades 11 & 12

It was moved by Mrs. Burton and supported by Mrs. Frank that the Board of Education of the Livonia Public Schools School District approve the purchase of StudySync as the digital textbook and curriculum resource for eleventh and twelfth grade English Language Arts, at a total cost of \$229,446.00 which includes shipping and handling. This purchase includes \$16,255.71 in free teacher materials.

Ayes: Bonifield, Bradford, Burton, Centers, Frank, Jarvis, Johnson
Nays: None

Approval to Purchase

It moved by Mrs. Bradford and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District

Musical Instruments

approve the purchase of musical instruments as awarded to Cameron Music for \$20,275.00; to Taylor Music for \$83,840.85; and to Hewitt Music for \$56,087, for a total expenditure of \$160,202.85.

Ayes: Bonifield, Bradford, Burton, Centers, Frank, Jarvis, Johnson
Nays: None

Approval of Life Church of Livonia Lease Renewal

It was moved by Mrs. Bonifield and supported by Mrs. Burton that the Board of Education of the Livonia Public Schools School District approve the lease agreement with Life Church of Livonia, effective July 1, 2020 through June 30, 2021 for an annual total amount of \$19,260.00.

Ayes: Bonifield, Bradford, Burton, Centers, Frank, Jarvis, Johnson
Nays: None

First Reading of Board Policies

Proposed changes to the policies below were previously reviewed by the Board. These policies will be on the agenda of the next regular Board meeting for a second reading and potential approval:

**GAAA
Personnel /
Nondiscrimination Policy****BOARD POLICY
PERSONNEL
NONDISCRIMINATION****GAAA
June 6, 2016**

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, race, color, national origin, religion, height, weight, marital status, handicap, disability, sexual orientation, sexual identity, or transgender status**. 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., 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.

**GAB
Personnel /
Non-discriminatory
Employment
Practices**

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.

**GAEA
Personnel /
Discriminatory
Harassment of
Employees or
Applicants for
Employment**

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 file a written complaint with the Civil Rights Coordinator within ten (10) calendar days of the alleged violation. The Civil Rights Coordinator will then take the following action. **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, then the Civil Rights Coordinator must notify the Title IX Coordinator and the complaint shall be resolved in accordance with the Title IX grievance procedures of Administrative Regulation JAAA. Second, commence an investigation of the complaint, if the Title IX grievance procedures are not applicable based upon the conduct alleged. Third, arrange for a meeting to occur**

**GAEAA
Personnel /
Discriminatory
Harassment of
Students**

**JAA
Students /
Equal
Educational
Opportunities**

**JCED
Students /
Discriminatory
Harassment of
Students**

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. **Fourth**, complete the investigation of the complaint and provide in writing a reply to the complainant. 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 Right Coordinator’s determination to the Superintendent by so notifying the Superintendent in writing within ten (10) calendar days of 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.

Individuals who make complaints in good faith or are involved in the investigation of the complaint in accordance with this policy, shall be free from retaliation, threats, intimidation, coercion, discrimination and reprisal for reporting of the incident or participating in an investigation.

The District shall keep confidential the identity of the complainants, respondents, and witnesses, except as may be permitted by FERPA, or as required by law.

Retaliation is a separate violation distinct from the underlying complaint. Claims of retaliation, submitted in good faith and in writing to the Civil Rights Coordinator, shall be investigated pursuant to the procedures of this Board Policy. Individuals who engage in retaliation will be subject to corrective action or disciplinary action as indicated above, regardless of whether there has been a finding of cause for the underlying complaint.

**BOARD POLICY
PERSONNEL**

**GAB
~~February 6, 1995~~**

NON-DISCRIMINATORY EMPLOYMENT PRACTICES

The Board of Education recognizes that discrimination is an institutional and societal problem which must be addressed by creating and maintaining an educational employment environment free of bias and prejudice. The school district shall continually review its educational programs and employment practices and decisions toward the goal of eliminating discrimination. The school district shall strive to create in the educational community an awareness of bias and prejudice and shall actively promote understanding and respect for all persons regardless of race, color, national origin, age, religion, sex, handicap, disability, height, weight, marital status, **sexual orientation, or transgender status. Any employee who has notice of discrimination or harassment on the basis of sex of an employee or applicant shall immediately notify the Title IX Coordinator.**

**BOARD POLICY
PERSONNEL
DISCRIMINATORY HARASSMENT OF EMPLOYEES
OR APPLICANTS FOR EMPLOYMENT**

**GAEA
~~NOVEMBER 26, 2018~~**

Discriminatory harassment of employees or applicants for employment by School District employees, Board members, vendors, contractors or others doing business with the School District, students, parents, invitees, guests, volunteers, 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, race, color, national origin, age, religion, height, weight, marital status, disability, **sexual orientation, sexual identity, or transgender status** 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 shall immediately 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 shall 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 shall immediately 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 shall report the incident to the Vice President of the Board. **Any employee who has notice of discrimination or harassment on the basis of sex of an employee or applicant shall immediately 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** shall immediately notify the **Director** of Human Resources. Reports of discriminatory harassment may be made orally or in writing.

The School District guarantees that an employee or applicant reporting an incident(s) of discriminatory harassment will not suffer any form of reprisal.

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, then the Director of Human Resources must notify the Title IX Coordinator and the complaint shall be resolved 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, then 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 complaining person.

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.

Discriminatory harassment of students will not be tolerated. The Board of Education policy on discriminatory harassment of students is set forth in Policy JCED.

**BOARD POLICY
STUDENTS
EQUAL EDUCATIONAL OPPORTUNITIES**

**JAA
FEBRUARY 12, 2018**

The school district prohibits unlawful discrimination on the basis of race, color, religion, sex, national origin, age, height, weight, marital status, handicap, disability, **sexual orientation, sexual identity, or transgender status** 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, national origin, age, height, weight, marital status, handicap, disability or **sexual orientation, sexual identity, or transgender status**.

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 may file a written complaint with the school district's civil rights coordinator within ten calendar days of the alleged violation. **The coordinator 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, then the complaint shall be resolved in accordance with the Title IX complaint procedures set forth in Administrative Regulation JAA. If the Title IX complaint procedures are not applicable based upon the conduct alleged, then the School District has the responsibility of investigating and resolving complaints of discriminatory harassment in accordance with the procedures set forth in this policy.** The coordinator will meet with the person who filed the complaint and conduct a reasonable investigation into the facts and circumstances surrounding the complaint. If the coordinator determines that a violation has not occurred, the coordinator shall, in writing, so advise the person who filed the complaint and the school district's superintendent. If the coordinator determines that a violation has occurred, the coordinator shall put a determination in writing, propose a fair resolution of the complaint, and deliver the determination to the person who filed the complaint and the Superintendent.

The person who filed the complaint or the school district may appeal the coordinator's determination to the superintendent by so notifying the Superintendent within ten 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.

**BOARD POLICY
PERSONNEL
DISCRIMINATORY HARASSMENT
OF STUDENTS**

**JCED
DECEMBER 3, 2001**

Discriminatory harassment of students by School District employees, Board members,

vendors, contractors or others doing business with the School District, fellow students, parents, invitees, guests, volunteers, 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 race, color, national origin, age, religion, height, weight, marital status, handicap, disability, **sexual orientation, sexual identity, or transgender status** 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. **"Discriminatory harassment" on the basis of sex includes any of the following types of misconduct based upon sex: (a) an employee's conditioning the provision of an aid, benefit or service on an individual's participation in unwelcome sexual conduct (i.e., quid pro quo); (b) unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an education program or activity; or (3) sexual assault, dating violence, domestic violence, or stalking.** Any student who believes that he or she has suffered discriminatory harassment shall 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 shall 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 shall 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 shall report the incident to the Vice President of the Board.

The School District guarantees that any student reporting incident(s) of discriminatory harassment will not suffer any form of reprisal.

Upon receipt of any student reporting that he or she suffered discriminatory harassment, the School District shall first determine whether the report 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, then the Title IX Coordinator must be immediately notified and the incident shall be resolved in accordance with the Title IX grievance procedures of Administrative Regulation JAAA. If the Title IX grievance procedures are not applicable based upon the conduct alleged, then the incident will be investigated in accordance with the procedures set forth in this policy. 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 complaining person.

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.

**Temporary
Suspension of**

**It was moved Mrs. Burton and supported by Mrs. Jarvis that the
Board of Education of the Livonia Public Schools School District**

**Board Policies
that Impede
Safe
Environment
During COVID-
19 Pandemic**

temporarily suspend, to the extent allowed under law, any Board of Education policy as identified by the District's administration as impeding the school district's ability to provide for the safety and welfare of students, staff members, and visitors during the COVID-19 Pandemic.

Ayes: Bonifield, Bradford, Burton, Centers, Frank, Jarvis, Johnson
Nays: None

Adjournment

President Johnson adjourned the meeting at 11:00 p.m.

Off/Supt/jw