

**MINUTES
BOARD OF EDUCATION
Livonia Public Schools
Regular Meeting
April 21, 2025**

President Bradford convened the meeting at 6:31 p.m.

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

Members Absent: None

District Update from the Superintendent	Superintendent Oquist shared highlights of activities and events happening around the District as well as many District points of pride.
Written Communications	None
Response to Prior Audience Communications	None
Audience Communications	A high school student and their parent addressed the Board regarding issues between this student and another student. Both expressed concerns for the presenting student's well-being. After their time to speak, Mr. Abbate conferred with the family and will follow up.
Consent Agenda	<p>It was moved by Mrs. Acosta and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District approve the following consent agenda items:</p> <p>*Minutes of the Board Workshop of 3/31/25 *Minutes of the Regular Meeting of 3/17/25</p> <p>Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson, MacFarland Nays: None</p>
Approval of Funds for Churchill LMC Renovation	It was moved by Mrs. Jarvis and supported by Mr. Johnson that the Board of Education of the Livonia Public Schools School District accept the recommendation of its Owner's Representative, Plante

Moran Realpoint, and approve the design enhancements for the CHS LMC project in the amount of \$950,000.

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

Stevenson Pool Filtration Replacement

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 replacement of the pool filtration system at SHS by Baruzzini Contracting, LLC, Brighton, Michigan for a total amount of \$466,200, which includes contingency.

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

2025-2026 Cooperative Agreement – Livonia Transition Program

It was moved by Mr. Johnson and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District approve the renewal of the Cooperative Education Program Agreements between the Livonia Transition Program and the following public-school districts: Crestwood, Garden City, Northville, Redford Union, Romulus, South Redford, and Van Buren.

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

2025-2026 Cooperative Agreement – Livonia Career Technical Center

It was moved by Mrs. Frank and supported by Mr. MacFarland that the Board of Education of the Livonia Public Schools School District approve the renewal of the Cooperative Education Program Agreements between the Livonia Career Technical Center and the following public-school districts for the 2025-26 school year: Northville, Plymouth Canton, Plymouth Christian Academy, Wayne-Westland.

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

Approval to Purchase Amplify Science

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 Amplify Science Middle School Licenses for the 6th, 7th and 8th grades from Amplify in Brooklyn, NY for a total amount of \$251,980 which includes 6-year student licenses. Teacher licenses are free with purchase.

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

Teachers for Approval

It was moved by Mrs. Acosta and supported by Mr. Johnson 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:

Christine Shoemaker (1.0) Student Services (Psychologist)

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

Teachers for Tenure

It was moved by Mrs. Jarvis and supported by Mrs. Burton 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 to the following teachers effective, on their respective dates:

Melissa Kobe April 21, 2025
Alyssa Lipski May 2, 2025

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

Leaves of Absence

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

Marissa D'Orazio April 15, 2025-June 2026
Tara Forrester 2025-2026 school year
Emily Gage April 21, 2025-June 2025
Alaina Kennedy 2025-2026 school year
Alexandria Sergison 2025-2026 school year

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

Resignation

The Board was informed of the following resignation:

Erin Lawson June 30, 2025

Retirements

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

Stephanie Ammar

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Stephanie Ammar will retire from the district on June 6, 2025; and,
WHEREAS, Stephanie Ammar has devoted 26 years of dedicated, loyal, and outstanding service to the students of Franklin High School as a teacher; and,
WHEREAS, She has made many contributions to the educational profession and has touched the lives of countless students during her tenure with the Livonia Public Schools;
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby congratulate Stephanie Ammar on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Jennifer Clay

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Jennifer Clay will retire from the district on June 30, 2025; and,
WHEREAS, Jennifer Clay has devoted 22 years of dedicated, loyal, and outstanding service to the students of Student Services as a school psychologist; and,
WHEREAS, She has made many contributions to the educational profession and has touched the lives of countless students during her tenure with the Livonia Public Schools;
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby congratulate Jennifer Clay on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Lynn Douilly

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Lynn Douilly will retire from the district on June 4, 2025; and,
WHEREAS, Lynn Douilly has devoted 27.5 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a paraprofessional at Perrinville Early Childhood Center and Roosevelt 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 Lynn Douilly for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Angela Eckerle

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Angela Eckerle will retire from the district on June 6, 2025; and,

WHEREAS, Angela Eckerle has devoted 25 years of dedicated, loyal, and outstanding service to the students of Cass Elementary and Hoover Elementary as a teacher; and,

WHEREAS, She has made many contributions to the educational profession and has touched the lives of countless students during her tenure with the Livonia Public Schools;

NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby congratulate Angela Eckerle on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

David Garbutt

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that David Garbutt will retire from the district on June 5, 2025; and,

WHEREAS, David Garbutt has devoted 22 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a 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 David Garbutt for his countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Mary Jarvis

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Mary Jarvis will retire from the district on June 30, 2025; and,

WHEREAS, Mary Jarvis has devoted 31.6 years of dedicated, loyal, and outstanding service to the students of Western Wayne Skill Center, Churchill High School, Livonia Transition Program, Frost Middle School, Webster Elementary and many students serviced district wide through Student Services as a teacher and program specialist; and,

WHEREAS, She has made many contributions to the educational profession and has touched the lives of countless students during her tenure with the Livonia Public Schools;

NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby congratulate Mary Jarvis on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Patricia Kilgore

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Patricia Kilgore will retire from the district on June 13, 2025; and,

WHEREAS, Patricia Kilgore has devoted 26 years of dedicated, loyal, and outstanding service to the students of Kennedy Elementary, Taylor Elementary, Buchanan Elementary, Riley Middle School, Cooper Elementary, Holmes Middle School and Stevenson High School as a teacher; and,

WHEREAS, She has made many contributions to the educational profession and has touched the lives of countless students during her tenure with the Livonia Public Schools;

NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby congratulate Patricia Kilgore on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

James Koepke

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that James Koepke will retire from the district on April 30, 2025; and,

WHEREAS, James Koepke has devoted 10.8 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a 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 James Koepke for his countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Sherry Kosmalski

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Sherry Kosmalski will retire from the district on June 5, 2025; and,

WHEREAS, Sherry Kosmalski has devoted 20.8 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a paraprofessional at Coolidge Elementary, Webster Elementary, Western Wayne Skill Center and in the Livonia Transition Program; 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 Sherry Kosmalski for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Josephine McWilliams

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Josephine McWilliams will retire from the district on June 30, 2025; and,

WHEREAS, Josephine McWilliams has devoted 28.7 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a paraprofessional at 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 Josephine McWilliams for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Timothy Olschanski

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Timothy Olschanski will retire from the district on June 9, 2025; and,

WHEREAS, Timothy Olschanski has devoted 28 years of dedicated, loyal, and outstanding service to the students of Emerson Middle School, Franklin High School, Riley Middle School and Holmes Middle School as a teacher; and,

WHEREAS, He has made many contributions to the educational profession and has touched the lives of countless students during his tenure with the Livonia Public Schools;

NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby congratulate Timothy Olschanski on his years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for his retirement.

Pamela Roberts

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Pamela Roberts will retire from the district on April 30, 2025; and,
WHEREAS, Pamela Roberts has devoted 39.3 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a driver and Class I maintenance staff member in the Transportation and Maintenance Departments; 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 Pamela Roberts for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Laura Schroth

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Laura Schroth will retire from the district on June 6, 2025; and,
WHEREAS, Laura Schroth has devoted 25 years of dedicated, loyal, and outstanding service to the students of Adams Elementary, Roosevelt Elementary, Garfield Elementary and Randolph Elementary as a teacher; and,
WHEREAS, She has made many contributions to the educational profession and has touched the lives of countless students during her tenure with the Livonia Public Schools;
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby congratulate Laura Schroth on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Christine Shurin

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Christine Shurin will retire from the district on June 6, 2025; and,
WHEREAS, Christine Shurin has devoted 27 years of dedicated, loyal, and outstanding service to the students of Johnson Elementary, Webster Elementary, Roosevelt Elementary, Churchill High School, Franklin High School, Frost Middle School, and Stevenson High School as a teacher; and,
WHEREAS, She has made many contributions to the educational profession and has touched the lives of countless students during her tenure with the Livonia Public Schools;
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby congratulate Christine Shurin on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

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

Approval of Resolution for
IDEA Funding

It was moved by Mrs. Frank and supported by Mrs. Acosta that the Board of Education of the Livonia Public Schools School District adopt this resolution, in support of the Individuals with Disabilities Education Act Full funding Act, which would create a 10-year mandatory path to fully fund IDEA.

**Livonia Public Schools
Board of Education
April 21, 2025**

Restore Full IDEA Funding

RESOLUTION

WHEREAS, public education is the cornerstone of our democracy, providing fundamental skills and opportunity to children across the United States; and,
WHEREAS, In the decade following the Great Recession, students across the U.S. lost nearly \$600 billion from the states' disinvestment in their public schools; and
WHEREAS, prior to the COVID-19 pandemic, both state and federal funding for public schools was already failing to meet the critical needs of students across the country; and,
WHEREAS, since the COVID-19 pandemic, students have needed additional academic, social, emotional, and mental health support through targeted programming and additional personnel, enhanced professional development opportunities, new technology as well as critical updates to school facilities; and,
WHEREAS, research has consistently shown that increased education funding positively affects academic performance, increases graduation rates, and impacts future earnings; and,
WHEREAS, when Individuals with Disabilities Education Act (IDEA) was passed in 1975, the federal government committed to pay 40 percent of the average per pupil expenditure for special education to ensure that every child with a disability has access to a high quality education; and,
WHEREAS, the financial pledge for IDEA has never been met and is currently funded at approximately 10.7 percent, leaving a gap of billions of dollars needed for students; and,
WHEREAS, Livonia Public Schools School District is proud to serve a student population that includes approximately 13 percent of students with disabilities; and,
WHEREAS, when Livonia Public Schools' costs to deliver the important services required under IDEA are not properly funded by the federal government, it requires us to reallocate money from other programs to make up for it; and,
WHEREAS, the federal underfunding of IDEA has negatively impacted the academic opportunities of all students for generations, not just those with disabilities;

NOW, THEREFORE, be it resolved by the Livonia Public Schools School District as follows:

The Livonia Public Schools Board of Education calls on Congress to immediately pass the IDEA Full Funding Act (S.2217/H.R. 4519) which would create a 10-year mandatory path to fully fund IDEA; and,

The Livonia Public Schools Board of Education calls on the state legislature to provide adequate, equitable, and sustainable funding increases to districts to mitigate the harm caused by decades of underfunded schools.

Madeline Acosta, Secretary
Board of Education

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

Nays: None

Second Reading and
Adoption of Board Bylaw
BHA – Code of Ethics

It was moved by Mr. MacFarland 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 the following Board Policy Language:

BYLAWS OF THE BOARD
BOARD OPERATIONS
CODE OF ETHICS

BHA
APRIL 21, 2025

As members of the Livonia Public Schools Board of Education, we shall promote the best interests of the school district as a whole, and will make decisions that place student learning and the success of all students first by adhering to the following educational and ethical standards:

As a Board member,

- I will make decisions in terms of the educational welfare of children and will seek to develop and maintain schools that meet the individual needs of all children regardless of their sex, race, color, national origin, religion, age, height, weight, marital status, handicap, disability, sexual orientation, sexual identity, or transgender status.
- I will be a personal advocate for the good work of the District.
- I will focus Board action on policy making, strategic planning, and designating and evaluating the Superintendent.
- I recognize that the role of the Board is to govern and oversee the management of the District. I will delegate authority to the Superintendent for the day-to-day operations of the District and will not seek to participate in the day-to-day operations.
- I will review and evaluate all Board Policies, Bylaws of the Board, procedures, and processes of the Board, and will work to make desired changes so they will be current, relevant, and in accordance with state and/or federal laws. When requested, I will review all Administrative Procedures brought forth and give input to the Superintendent; however, the Board does not vote to approve Administrative Procedures.
- I will follow established Board Operating Procedures.
- I will come to Board meetings prepared to discuss and take action on all agenda items. I will read and study the Board meeting information seeking clarification, if needed, prior to each Board meeting.
- I will give the Superintendent and Board President notification of my concerns prior to the Board meetings, so that the concerns can be properly addressed.
- I understand that I have not only the right, but the duty, to express my views and opinions and ask questions at the Board table; and will make a good faith effort to understand the views of others.
- I recognize that the Board must make decisions as a whole in public. I will base all decisions on the available facts and my independent judgment, and I will refuse to surrender my independent judgment to individuals or special interest groups.
- I will avoid being placed in a position of conflict of interest, and, if such a conflict is unavoidable, I will disclose such interest and abstain from voting on such matters.
- I will work with my fellow Board members toward consensus when making decisions. Once a decision is made, I will support the decision and its implementation.
- I recognize that while I am free to express my personal views, the Board President is the spokesperson for the Board and the Superintendent is the spokesperson for the District. This includes all written and spoken communications, including social media.
- I will be respectful and listen to all ideas presented to the Board, be it from parents, staff, students, community members, other Board members, or other stakeholders. I will listen and then refer any person to appropriate personnel.
- I will communicate to other Board members and the Superintendent significant expression of public reaction to Board policies and school programs.
- I will exercise caution when communicating between and among Board members, including electronic communication, and will abide by the Open Meetings Act.
- I will hold confidential all matters that, if disclosed, would needlessly injure individuals, schools, or the district. I will keep confidential all information that is privileged under applicable law, including closed session discussions.
- I will stay informed about current educational issues by individual study and through participation in programs providing needed information; for example, those sponsored by my state and national school board associations. I will share what I have learned with my Livonia Public Schools' colleagues, formally or informally, so as to keep our Board apprised of current issues and topics.
- I will take no private or public action that will compromise the Board, the Administration, or the District.
- I will refrain from using my Board position for personal or partisan gain.
- I will support the hiring of those persons best qualified to serve as District staff.
- I will support and protect District personnel in the proper performance of their duties.
- I will, along with my fellow Board members, will review, revise, and sign this Code of Ethics annually at the beginning of each calendar year.
- As Board President,
 - I will ensure that persons addressing the Board follow established guidelines as outlined in Board policy.
 - I will advise persons addressing the Board to do so in a respectful manner and not allow rude, or indecent behavior, profane or indecent discourse, to be directed to the Board, Superintendent, or others during Board meetings. I will not permit disruptive behavior and will advise attendees as such
 - I will ensure that all Board members are given an opportunity to express their views. I will work toward building consensus among all Board members.
 - I will follow parliamentary procedure, to the extent that it does not conflict with Board policy or state law.

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

Second Reading and
Adoption of bylaw BCB –
General Order of Business
at Regular Meetings

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 adopt the following Board
Policy language:

BYLAWS OF THE BOARD
BOARD OPERATIONS
GENERAL ORDER OF BUSINESS AT REGULAR MEETINGS BCB
APRIL 21, 2025

The order of business at regular meetings shall generally
be as follows:

Call to Order

Roll Call

Pledge of Allegiance

Communications

 Recognitions and Other Communications Items

 District Update from the Superintendent

 Audience Communications (limited to a total of 15 minutes, with
the remainder preceding Hearing from Board Members)

Consent Agenda

Approval of Minutes of Previous Meeting(s)

Business Matters

Instructional Matters

Personnel Matters

Remainder of Audience Communications

Hearing from Board Members

Adjournment

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

Second Reading Board
Policy JBF – Release Time

It was moved by Mrs. Jarvis 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 the
following Board Policy Language:

BOARD POLICY
STUDENTS
RELEASE TIME
JBF
April 21, 2025

The Board of Education grants to the administration the right to release students from school for religious instruction up to two (2) hours per week when written notice is provided to the school.

LEGAL REF.: MCL 380.1561; Admin Rule: R340.2 (7) et seq.

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

First Reading Board Policy
GAC – Staff Job-Related
Accident/Injury

The Policy Committee has reviewed the following changes:

BOARD POLICY	GAC
PERSONNEL	NOVEMBER 26, 2018
STAFF JOB-RELATED ACCIDENT/INJURY/ASSAULT	MAY 21, 2025

For the safety and well-being of our staff, the District ~~has established~~ shall follow established administrative procedures to be followed regarding the medical treatment and reporting of job-related injury, illness, or accident, including assault on employees.

The Board of Education ~~District~~ directs its employees to promptly report to their supervisor all school-related incidents involving injury, illness, accident, damage to property, or threatening behavior against an employee. The administration or staff is directed to immediately investigate the incident. All such incidents and the findings of related investigations shall be promptly reported to the Human Resources Department.

First Reading Board Policy
GAEB – Assaults on
Employees

The Policy Committee has reviewed the following changes:

RECOMMEND TO REMOVE	
BOARD POLICY	GAEB
PERSONNEL	JUNE 20, 1988
ASSAULTS ON EMPLOYEES	Reviewed 2/2014

~~The Board of Education directs its employees to promptly report to their supervisor all school-related incidents involving injury, damage to property, or threatening behavior against an employee. The administration or staff is directed to immediately investigate the incident.~~

~~MOVE TO GAC~~

First Reading Board Policy
GAF – Workplace Violence

The Policy Committee has reviewed the following changes:

BOARD POLICY	GAF
PERSONNEL	NOVEMBER 26, 2018
WORKPLACE VIOLENCE	MAY 21, 2025

Livonia Public Schools is committed to providing students, employees, volunteers, and visitors a safe environment. Accordingly, the school district prohibits acts of violence or threats of violence on school property, at school-sponsored events, or involving school vehicles.

Workplace violence is defined as an acts or threats of violence against persons or property that is sufficiently severe, offensive, or intimidating to alter the employment

conditions or to create a hostile, abusive, or intimidating work environment for employees. Workplace violence includes, but is not limited to, threats, physical attack, or property damage.

Specific examples of conduct prohibited under this policy include, but are not limited to, the following:

- Physical attack such as hitting, fighting, pushing, or shoving another, or throwing objects at an individual.
- Threatening to harm an individual or his/her **their** family, friends, associates, or their property.
- The intentional destruction or threat of destruction of property owned, operated, or controlled by the district.
- Threatening statements by any means including, but not limited to, phone calls, letters, or other forms of written or electronic communications, **including social media**.
- Intimidating or attempting to coerce an employee to do wrongful acts.
- Possession or use of firearms, weapons, or other dangerous devices on school property including, but not limited to, parking lots.

Any employee, applicant for employment, student, or board member who **has observed** or believes that he/she **has they have** been the victim of such action(s), or ~~who has observed such action~~, must promptly report such action(s) the incident(s) to the applicable School Administrator or the Administrator of Public Safety. If, for any reason, the individual does not feel that he/she **they** can report the action(s) to the applicable School Administrator or the Administrator of Public Safety, he/she **they** shall promptly report the action(s) to the Assistant Superintendent Director(s) of Human Resources or Superintendent. The School District has the responsibility for investigating and resolving **addressing** such complaints.

All employees are prohibited from possessing on district property or vehicles any item to be deemed a dangerous weapon. For the purposes of this policy, dangerous weapons include, but are not limited to, firearms, explosives, knives (with a blade over 3 inches in length), clubs, sticks, martial arts implements or other items which are intended to be used to cause death or inflict bodily harm. All district property, including buildings, grounds, office areas, **classrooms**, desks, file cabinets, **or** storage containers are for official district use and employees can have no expectation of privacy in these areas. All district property is at all times subject to examination and inspection by district officials in the discharge of their duty and enforcement of the district's policies.

Violations of this policy will result in disciplinary action up to and including discharge.

LEGAL REF.: Collins v. Blue Cross Blue Shield of Michigan, 228 Mich App 560, 579 NW2d 435 (1998)

First Reading Board Policy GBBA – Qualifications and Duties

The Policy Committee has reviewed the following changes:

RECOMMEND TO REMOVE

~~BOARD POLICY~~ ~~GBBA~~
~~PROFESSIONAL PERSONNEL~~ ~~JUNE 20, 1988~~
~~QUALIFICATIONS AND DUTIES~~

~~All teachers of courses offered under the auspices of the department of extended school services must be certificated in accordance with law.~~

~~CROSS REF.: Master Agreements: LEA
LEGAL REF.: MCLA, 380.1231; 380.1246; 380.1531 et seq.; R390.1126 et seq.
(Legal References Updated 3/12/07)~~

Hearing from Board
Members

Mrs. Jarvis expressed pride in the LPS Robotics teams and programs as the Livonia Warriors and Tyros teams competed in the recent World's Robotics Competitions. The Warriors rank in the top 99% of world-wide teams. The entire Board of Education team shared many kudos.

Adjournment

President Bradford adjourned the meeting at 8:05pm

Supt.' AO/tg for MA
C: Board