

**MINUTES
BOARD OF EDUCATION
Livonia Public Schools
15125 Farmington Road
VIRTUAL Regular Meeting
August 17, 2020**

President Johnson convened the virtual meeting at 7:23 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 two individuals regarding the *Return to Learn* plan and were read aloud by Stacy Jenkins, administrator of communications.

Response to Prior Audience Communication

None

District Update from the Superintendent

Superintendent Oquist shared that on the day following the August 10 Regular meeting (when the Board approved the District's Return to Learn (RTL) plan), communication was sent to families with a summary of the RTL plan and an FAQ. A link to the Wayne County Health Department manual will be provided on the District's website, and PPE procurement and distribution continues.

Consent Agenda

It was moved by Mrs. Frank and supported by Mrs. Jarvis 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 Regular Meeting of July 27, 2020
- V.B. Minutes of the Organizational Meeting of July 27, 2020
- V.C. Minutes of the Special Meeting of August 3, 2020
- V.D. Minutes of the Special Meeting of August 10, 2020
- VI.A. Approval of 2020-2021 Tuition Rate
(\$10,947.00 for nonresident students for 2020-21)

VI.B. Purchase of Copy Paper for 2020-2021
(\$103,872.42 from Contract Paper Company)

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

**Refunding of
Prior Bonds**

It was moved by Mr. Centers and supported by Mrs. Bradford that the Board of Education of the Livonia Public Schools School District approve a resolution to ratify the refunding of the 2013 Bonds, Series I and 2014 Refunding Bonds.

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

**Purchase of
Data Center
Hardware**

It was moved Mrs. Jarvis and supported by Mrs. Frank that the Board of Education of the Livonia Public Schools School District approve the purchase of data center hardware and services from CDW-G, Vernon Hills, Illinois in the amount of \$296,650.47.

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

**Purchase of
Carts and
Laptops**

It was moved by Mrs. Bonifield and supported by Mr. Centers that that the Board of Education of the Livonia Public Schools School District approve the purchase of laptop computers and charging carts from CDW-G, Vernon Hills, Illinois in the amount of \$153,306.00.

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

**Purchase of
Personal
Protective
Equipment**

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 purchase of Personal Protective Equipment from Ferguson Facilities Supply, Belleville, Michigan in the amount of \$54,650.00 and School Specialty, Chicago, Illinois in the amount of \$122,296.00 for a total purchase price of \$176,946.00.

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

**Purchase of
Furniture for Art
Classrooms –
2013 Bond**

It was moved by Mrs. Bradford and supported by Mrs. Burton that the Board of Education of the Livonia Public Schools School District approve the purchase of elementary art room furniture from Interior Environments, Novi, Michigan in the amount of \$41,753.18 and Smith Systems, Plano, Texas in the amount of \$94,820.25 for a

total purchase price of \$136,573.43.

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

**Purchase of
Technology for
Special
Education –
ACT 18**

It was moved by Mr. Centers and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District approve the purchase of technology for Special Education students and staff, utilizing ACT 18 funds, for a total amount of \$96,509.65.

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

**Approval of
Teachers**

It was moved by Mrs. Frank and supported by Mrs. Bradford that the Board of Education of the Livonia Public Schools School District accept the recommendation of the superintendent and offer employment for the 2020-21 school year to the following teachers:

<u>Name</u>	<u>Location</u>	<u>Date Effective</u>
Linde Guenther	1.0 Cleveland Elementary	8/31/2020
Kristen Jones	1.0 Student Services (Psychologist)	8/31/2020
Claire Matthews	1.0 Roosevelt Elementary	8/31/2020
Asako Okano	0.6 Niji-Iro (Japanese)	8/11/2020
Gabrielle Popp	1.0 Student Services (VI)	8/31/2020
Chelsea Wilk	1.0 Jackson Center (Young 5's)	8/31/2020

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

**Recall of
Teachers**

It was moved by Mrs. Jarvis and supported by Mrs. Burton 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:

<u>Name</u>	<u>Assignment</u>
Josephine Luna	.58 Shared Time Teacher
Zachary Seasock	1.0 Social Studies, Holmes Middle School

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

**Leaves of
Absence**

It was moved by Mrs. Bonifield and supported by Mrs. Bradford 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>
Whitney Cabble	November 20, 2020
Rebecca Gezahegn	August 31, 2020

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

Resignations

The Board was informed that a resignation was accepted for:

<u>Name</u>	<u>Date Effective</u>
Caitlin Ball	August 6, 2020

Retirements

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

Jacqueline Beitz, who will retire from the district on October 31, 2020, and who will have devoted 34.2 years of dedicated, loyal, and outstanding service to the students of Cass Elementary and Jackson Early Childhood Center as an assistant coordinator in the school-aged childcare program, assistant supervisor in the school-aged childcare program, supervisor of the school-aged childcare program and an assistant building administrator.

Kenneth Braun, who retired from the district on June 20, 2020, and devoted 21 years of dedicated, loyal, and outstanding service to the students of Frost Middle School as a teacher.

Debra Glen, who retired from the district on June 30, 2020, and devoted 30 years of dedicated, loyal, and outstanding service to the students of Stevenson High School, Frost Middle School, Churchill High School, and Emerson Middle School as a teacher.

Carol Kelly, who retired from the district on June 5, 2020, and devoted 10.6 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as an associate teacher in the Great Start Readiness Program.

Gail Wilhelm-Liles, who retired from the district on June 12, 2020, and devoted 27 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a transportation paraprofessional in the Transportation Department.

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

Second Reading & Adoption of Board Policies

It was moved by Mrs. Burton and supported by Mr. 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:

GAAA Personnel / Nondiscrimination Policy

BOARD POLICY

PERSONNEL

NONDISCRIMINATION

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

GAAA

August 17, 2020

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

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.

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 Procedure JAA. 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 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 Rights 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

**JAA
Students /
Equal
Educational
Opportunities**

**JCED
Students /
Discriminatory
Harassment of
Students**

underlying complaint.

**BOARD POLICY
PERSONNEL**

**GAB
August 17, 2020**

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, sexual identity, 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**

**GAEA
August 17, 2020**

**DISCRIMINATORY HARASSMENT OF EMPLOYEES
OR APPLICANTS FOR EMPLOYMENT**

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.

**BOARD POLICY
STUDENTS
EQUAL EDUCATIONAL OPPORTUNITIES**

**JAA
August 17, 2020**

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 Procedure 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
STUDENTS
DISCRIMINATORY HARASSMENT
OF STUDENTS**

**JCED
August 17, 2020**

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 Procedure JAA. 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.

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

Adjournment

President Johnson adjourned the meeting at 8:18 p.m.

Off/Supt/jw