

**MINUTES  
BOARD OF EDUCATION  
Livonia Public Schools  
15125 Farmington Road  
Regular Meeting  
October 18, 2010**

President Scheel convened the meeting at 7:00 p.m. in the Board Room, 15125 Farmington Road, Livonia.

<b>Members Present</b>	Colleen Burton, Robert Freeman, Mark Johnson, Daniel Lessard, Patrice Mang, Gregory Oke, Lynda Scheel
<b>Members Absent</b>	None
<b>Gift – TRW Automotive</b>	<p>It was moved by Ms. Burton and supported by Mr. Freeman that the Board of Education of the Livonia Public Schools School District accept the generous gift of \$3,500 from TRW Automotive to help fund district educational projects.</p> <p>Ayes: Burton, Freeman, Johnson, Lessard, Mang, Oke, Scheel Nays: None</p>
<b>Energy Star Awards Recognition</b>	<p>Joe Harvey, Energy Manager for Livonia Public Schools, presented information regarding the Energy Star Certification Award that was earned by the following schools for the 2008-2009 school year: Buchanan, Cass, Churchill, Coolidge, Cooper, Dickinson, Franklin, Frost, Grant, Hayes, Holmes, Hoover, Kennedy, Perrinville, Randolph, Riley, Roosevelt, Rosedale, Stevenson, and Webster. Mr. Harvey explained that Energy Star Certification is awarded by the Environmental Protection Agency to schools who meet the minimum rating of 75 according to the EPA's energy performance rating system.</p>
<b>Recess</b>	<p>It was moved by Mr. Lessard and supported by Ms. Mang that the Board take a short recess to visit with guests.</p> <p>Ayes: Burton, Freeman, Johnson, Lessard, Mang, Oke, Scheel Nays: None</p> <p>The Board recessed at 7:18 p.m.</p>
<b>Reconvene</b>	The Board reconvened at 7:27 p.m.
<b>Written Communications</b>	None
<b>Audience Communication</b>	<p><b>Kristie Thomson</b>, 35959 Elmira, and <b>Dan Welcher</b>, 33701 Hathaway St., addressed the Board regarding their concerns about the large first grade classes at Garfield Elementary.</p>

**Kimberly Colaizzi**, 11688 Farmington Road and **Loyd Romick**, 33437 Michelle Court, addressed the Board regarding the proposed increase to the superintendent's compensation.

**Eileen McDonnell** 36099 Brookview, addressed the Board regarding the proposed increase to the superintendent's compensation and information related to the old Cooper site.

**Jackie Gordon**, 11017 Arden, addressed the Board regarding the amount of school her daughter missed due to LPS transportation issues.

**Larry Bernhardt**, 14744 Flamingo, and **Mark Wojcik**, 14453 Park, addressed the Board regarding transportation and the superintendent's proposed compensation.

**John Grzebik**, 11301 Hubbell, addressed the Board regarding the proposed increase to the superintendent's compensation and the purchase of Smart Boards.

**Response to  
Prior Audience  
Communication**

None

**Consent Agenda**

It was moved by Mr. Freeman and supported by Mr. Lessard that the Board of Education of the Livonia Public Schools School District approve the following consent agenda items as recommended by the superintendent:

- IV.A. Minutes of the Regular Meeting of September 20, 2010
- V.A. Approval of Curriculum for Adult Education Program
- VI.A. Bills for Payment—October 19, 2010
- VI.B. Approval to Purchase Smart Boards Utilizing ARRA Funds
- VI.C. Approval to Purchase Laptop Computers Utilizing ARRA Funds

Ayes: Burton, Freeman, Johnson, Lessard, Mang, Oke, Scheel

Nays: None

**Annual  
Education  
Report 2008-  
2009**

Sheila Alles, Director of Academic Services and Kathy Maxwell, Supervisor of Assessment and Evaluation, presented the 2009-2010 Annual Education Report. Among many pieces of information presented, they reported that LPS students scored above state averages for student proficiency in reading and math at all grade levels, and above the national average on the Stanford/OLSAT tests (grades 3, 6, and 8). Mrs. Alles congratulated students for their high levels of achievement and thanked teachers and administrators for providing our students with an excellent education.

**Approval of Bid  
Results for LMC  
Repairs at  
Adams,  
Marshall,  
Cleveland, and  
Rosedale**

It was moved by Ms. Mang and supported by Mr. Oke that the Board of Education, based upon the recommendation of the Construction Manager George W. Auch & Company, authorize the Construction Manager to prepare the contracts between Livonia Public Schools School District and the following companies:

<b>Proposal</b>	<b>Trade</b>	<b>Contractor</b>	<b>Bid</b>
A	Selective Demolition	DKI, Inc	\$ 29,600
B	Carpentry & Acoustical Ceiling	Turner-Brooks, Inc	\$ 19,864
C	Caulking & Waterproofing	RAM Construction Services	\$ 20,000
D	Roofing & Sheet Metal	ESKO Roofing & Sheet Metal, Inc	\$ 124,550
E	Painting	L.E. Brockman Company	\$ 5,835

for a total of \$199,849. Also move that upon receipt of the contracts executed by the contractors and approved payment and performance bonds, Rodney J. Hosman, Director of Secondary Programs and Facilities, is authorized to sign said contracts on behalf of Livonia Public Schools' Board of Education.

Ayes: Burton, Freeman, Johnson, Lessard, Mang, Oke, Scheel  
Nays: None

### **Approval of Teachers**

It was moved by Mr. Johnson and supported by Mr. Lessard that the Board of Education of the Livonia Public Schools School District accept the recommendation of the superintendent and offer employment for the 2010-2011 school year to the following teachers: **Benjamin Dewey, Sarah Gregory, Barbara Postel, and Elizabeth Webster.**

Ayes: Burton, Freeman, Johnson, Lessard, Mang, Oke, Scheel  
Nays: None

### **Teachers for Tenure**

It was moved by Mr. Oke and supported by Ms. Mang that the Board of Education of the Livonia Public Schools School District accept the recommendation of the superintendent and grant tenure status to the following teachers effective on the respective dates:

<b>Teresa Ciriha</b>	<b>November 2, 2010</b>
<b>Karen Danke</b>	<b>September 27, 2010</b>
<b>Mae-Yong Ogletree</b>	<b>October 16, 2010</b>
<b>Laura Scheel</b>	<b>November 4, 2010</b>
<b>Colleen Sweeney</b>	<b>October 30, 2010</b>

Ayes: Burton, Freeman, Johnson, Lessard, Mang, Oke  
Nays: None  
Abstain: Scheel

### **Resignation**

Ms. Dorothy Chomicz, Director of Human Resources, informed the Board that a resignation has been accepted from: **Mark Bryden**, effective September 17, 2010.

**Consideration of Separation Agreement**

It was moved by Mr. Lessard and supported by Mr. Johnson, that the Board of Education of the Livonia Public Schools School District approve the Separation Agreement and Release and Discharge of All Claims between Donald Menzie, the Livonia Education Association, and the Livonia Public Schools School District.

Ayes: Burton, Freeman, Johnson, Lessard, Mang, Oke, Scheel  
Nays: None

**Approval of Amendment to Superintendent Contract**

It was moved by Ms. Burton and supported by Mr. Freeman, that the Board of Education of the Livonia Public Schools School District approve the amendment to Dr. Randy Liepa's employment contract beginning in the 2011-2012 school year. Further move that the president and secretary of the Board of Education be authorized to sign the amendment to Dr. Liepa's employment contract incorporating the changes approved in this recommendation.

Discussion ensued. It was then moved by Mr. Oke and supported by Ms. Mang that the Board of Education of the Livonia Public Schools School District table the motion to amend the contract.

Ayes: Mang, Oke  
Nays: Burton, Freeman, Johnson, Lessard, Scheel  
Motion failed

Additional discussion was held regarding the amendment to the superintendent's contract. Revisions were made in accordance with the motions below. Changes are noted in bold.:

It was moved by Ms. Mang and supported by Mr. Oke that the Board of Education of the Livonia Public Schools School District modify number two of the amendment to the superintendent's employment agreement {Paragraph 7(A)}, to state: *From the period August 15, 2011 through June 30, 2012, the Superintendent ~~may~~ **shall** redeem ~~up to~~ fifty (50) of his earned and unused vacation days, with the amount owed for these days being based upon his 2010-2011 salary. In each school year commencing with the 2012-2013 school year, the Superintendent ~~may~~ **shall** redeem ~~up to~~ ten (10) of his earned and unused vacation days, with the amount owed for these days being based upon his salary at the time of redemption. In each school year commencing with the 2012-2013 school year, the Superintendent may bank up to fifteen (15) of the vacation days earned in that school year.*

Ayes: Burton, Johnson, Lessard, Mang, Oke, Scheel  
Nays: Freeman

It was moved by Ms. Burton and supported by Mr. Oke that the Board of Education of the Livonia Public Schools School District modify number five of the amendment to the superintendent's employment agreement {Paragraph

9) to state: *The superintendent shall be evaluated annually by the Board of Education no later than June 30<sup>th</sup> of each school year, **unless mutually agreed by the superintendent and the Board of Education**, and the evaluation shall be considered in open or closed session, as requested by the Superintendent, in accordance with the provisions of the Open Meeting Act.*

Ayes: Burton, Freeman, Johnson, Mang, Oke, Scheel  
Nays: Lessard

It was moved by Mr. Freeman and supported by Mr. Lessard that the Board of Education of the Livonia Public Schools School District modify number two {Paragraph 7(A)} of the amendment to the superintendent's employment agreement by adding a sentence at the end of Paragraph 7(A) that states: ***The daily rate shall be based upon a 260 day work year.***

Ayes: Burton, Freeman, Johnson, Lessard, Mang, Oke, Scheel  
Nays: None

It was moved by Mr. Oke and supported by Ms. Mang that the Board of Education of the Livonia Public Schools School District modify number three {Paragraph 7B} of the amendment to the superintendent's employment agreement by **changing the medical contribution from \$70 per paycheck for a period of 20 pays during the school year to \$100 per paycheck for a period of 20 pays during the school year.**

Ayes: Burton, Freeman, Johnson, Mang, Oke  
Nays: Lessard, Scheel

The original motion, including the four amendments noted above, was then restated:

It was moved by Ms. Burton and supported by Mr. Freeman, that the Board of Education of the Livonia Public Schools School District approve the amendment to Dr. Randy Liepa's employment contract beginning in the 2011-2012 school year, with the four amendments voted on this evening. Further move that the president and secretary of the Board of Education be authorized to sign the amendment to Dr. Liepa's employment contract incorporating the changes approved in this recommendation.

**AMENDMENT TO DR. RANDY LIEPA'S  
SUPERINTENDENT'S EMPLOYMENT AGREEMENT**

WHEREAS, the Board of Education of the Livonia Public Schools School District has approved the following amendments to the Superintendent's Employment Agreement of Dr. Randy Liepa, as amended by the January 27, 2010 Amendment to that Employment Agreement;

NOW, THEREFORE, IT IS HEREBY AGREED, by and between the Livonia Public Schools School District and Dr. Randy Liepa as follows:

1. Paragraph 3 of the Superintendent's Employment Agreement shall be amended so as to add the following:

The School District will pay the Superintendent an annual base salary in accordance with the following salary schedule, with the Superintendent being placed on Step One of this schedule for the 2011-2012 school year, and advancing one (1) step in each succeeding school year:

Step One	Step Two	Step Three
\$175,000.00	\$182,500.00	\$190,000.00

In addition, commencing with the 2011-2012 school year, the Superintendent shall be paid the sum of \$4300.00 per school year for having attained a Doctorate degree.

Commencing with the 2011-2012 school year, the Superintendent shall also receive longevity pay in accordance with the following schedule, with years referencing complete school years of employment as Superintendent in Livonia Public Schools:

5-8 Years	9-11 Years	12 Or More Years
\$5000.00	\$7500.00	\$10,000.00

The total sum due and owing to the Superintendent as annual base salary, Doctorate degree, and longevity pay in the 2011-2012 school year that is not in excess of his salary for the 2010-2011 school year shall be payable in equal installments every two (2) weeks, commencing July 1, 2011 through June 30, 2012. The total sum due and owing to the Superintendent as annual base salary, Doctorate degree, and longevity pay in the 2011-2012 school year that is in excess of his salary for the 2010-2011 school year shall be payable in equal installments every two (2) weeks, commencing August 15, 2011 through June 30, 2012. The total sum due and owing to the Superintendent as annual base salary, Doctorate degree, and longevity pay in succeeding school years shall be payable in equal installments every two (2) weeks, commencing July 1<sup>st</sup> through June 30th.

Commencing with the 2011-2012 school year, the Superintendent shall also receive merit pay in the annual amount of \$9100.00 upon his receipt of a performance evaluation from the School District's Board of Education with an overall rating of at least "Good." The merit pay will be paid in one (1) lump sum immediately upon the Superintendent's receipt of such a performance evaluation.

2. Paragraph 7(A) of said Superintendent's Employment Agreement shall be amended so as to add the following:

From the period August 15, 2011 through June 30, 2012, the Superintendent shall redeem fifty (50) of his earned and unused vacation days, with the amount owed for these days being based upon his 2010-2011 salary. In each school year commencing with the 2012-2013 school year, the Superintendent shall redeem ten (10) of his earned and unused vacation days, with the amount owed for these days being based upon his salary at the time of redemption. In each school year commencing with the 2012-2013 school year, the Superintendent may bank up to fifteen (15) of the vacation days earned in that school year. The daily rate shall be based upon a 260 day work year.

3. Paragraph 7(B) of said Superintendent's Employment Agreement shall be amended so as to add the following:

Following the 2010-2011 school year, the Superintendent shall continue to contribute toward the cost of said medical insurance, with such continued contribution being in the sum of One Hundred Dollars (\$100.00) per paycheck for a period of twenty (20) pays during the school year.

4. Paragraph 8 of said Superintendent's Employment Agreement shall be eliminated.

5. Paragraph 9 of said Superintendent's Employment Agreement shall be amended to read as follows:

The Superintendent shall be evaluated annually by the Board of Education no later than June 30<sup>th</sup> of each school year, unless mutually agreed by the Superintendent and the Board of Education, and the evaluation shall be considered in open or closed session, as requested by the Superintendent, in accordance with the provisions of the Open Meetings Act.

6. In all other respects, the Superintendent's Employment Agreement, as amended by the January 27, 2010 Amendment to that Employment Agreement, shall continue in full force and effect.





Ayes: Burton, Freeman, Johnson, Lessard, Scheel  
Nays: Mang, Oke

**Board Trustees  
to Attend MASB  
Fall Conference**

It was moved by Mr. Freeman and supported by Mr. Lessard that the Board of Education of the Livonia Public Schools School District approve the attendance of Board Trustees Colleen Burton, Rob Freeman, Mark Johnson, and Dan Lessard at the MASB Fall Conference in Grand Rapids, Michigan in November 2010, pursuant to Board Policy BBBC.

Ayes: Burton, Freeman, Johnson, Lessard, Mang, Oke, Scheel  
Nays: None

**Adjournment**

It was moved by Mr. Lessard and supported by Ms. Mang that the Regular Meeting of October 18, 2010 be adjourned.

Ayes: Burton, Freeman, Johnson, Lessard, Mang, Oke, Scheel  
Nays: None

President Scheel adjourned the meeting at 10:22 p.m.

**Off/Supt/jw**