



**SPECIAL MEETING  
OF THE BOARD OF EDUCATION  
Virtual via Webex  
Tuesday, July 21, 2020  
6:00 PM**

**AGENDA**

<b>I. CALL TO ORDER</b>	
A. Roll Call	
B. Pledge of Allegiance	
<b>II. ITEMS FROM THE PRESIDENT</b>	
A. Approval of the Agenda	
B. Announcements	
<b>III. ITEMS FROM THE SECRETARY</b>	<b>3</b>
A. Correspondence	
<b>IV. PUBLIC COMMENTS</b>	
<b>V. DISTRICT UPDATES</b>	<b>4</b>
A. Return to School Update	
B. Custodial Services Update	<b>5</b>
C. IT Transition Update	
D. Graduation Update	
E. Assistant Superintendent Position Update	
<b>VI. REPORTS FROM BOARD COMMITTEES</b>	
A. Academic Excellence/Strategic Planning/Communications Committee	
B. Policy/Board Governance Committee	
<b>VII. DISCUSSION ITEMS</b>	<b>7</b>
A. Policies 4002 & 8008 (Title IX) Revision - First Reading	<b>8</b>
B. Public Comment Guidelines	
C. Farmington Public Schools' Proclamation	<b>11</b>
D. August Board Meeting Schedule Change	
<b>VIII. ACTION ITEMS</b>	<b>15</b>
A. Learning Management System	<b>17</b>
B. Bargaining Contracts	
1. Approval of Farmington Transportation Association (FTA) Bargaining Contract	
2. Approval of Farmington Maintenance/Cafeteria Association (FMC) Bargaining Contract	
3. Approval of Farmington Education Association (FEA) Bargaining Contract	

4. Approval of Education Support Professionals (ESP) Bargaining Contract
5. Approval of Farmington Association of School Administrators (FASA) Bargaining Contract

C. June 16, 2020 Closed Session Minutes

**IX. CONSENT AGENDA 19**

A. Approval of Minutes

1. June 16, 2020 Special Meeting/Closed Session 20
2. June 16, 2020 Public Hearing: Budget 22
3. June 16, 2020 Regular/Organizational Meeting 24

B. Personnel Items

**X. SUPERINTENDENT ANNOUNCEMENTS**

A. Updates from the Superintendent

**XI. RECOMMENDATIONS FOR FUTURE AGENDA ITEMS**

**XII. GOOD AND WELFARE**

**XIII. ADJOURNMENT**

*\*PUBLIC COMMENTS is intended to provide individuals an opportunity to address the Board of Education. Those who wish to do so are asked to complete a Public Comment Card, available at the back of the room. In the interest of fairness, the Board requests each speaker to limit his or her comments up to three (3) minutes.*

*ANY PERSON with a disability who needs accommodation for participation in this meeting should contact the Superintendent's office at 248-489-3338 at least three (3) business days in advance of the meeting to request assistance.*

*ALL MEETINGS, with the exception of closed sessions, are open to the public. Regular Board of Education meetings and most premeetings of the Board of Education are cablecast live on TV10.*

The official minutes of the Board of Education are stored and available for inspection in the Lewis Schulman Administration Building of the Farmington Public School District.

**III. ITEMS FROM THE SECRETARY.**

**A. Correspondence.**

1. P. Green: Response to Unjust Release of Monique Pickens
2. Head Start: Head Start CAMP Session 1
3. Head Start: Staff Wages and Benefits – Flexibility Through September 30
4. A. Shires: Farmington Early Childhood Center
5. F. Venable: Response to Farmington Early Childhood Center
6. M. Ser: The Roadmap and Concerns Regarding Our Return to Learn Plan
7. B. Nofzinger: My Concerns Regarding the Return to School
8. K. Butler: New York Times Opinion on School Shutdown
9. K. Butler: Ann Arbor’s Teacher Letter to Their Board of Education
10. P. Green: Response to Butler

Communications are acknowledged and, when appropriate, a response is provided.

**V. DISTRICT UPDATES**

**A. RETURN TO SCHOOL UPDATE.**

**Presenters:** Bob Herrera, superintendent; Kelly Coffin, assistant superintendent-innovation and strategic initiatives; Margaret Hendrickson, director-curriculum, instruction and assessment

**B. CUSTODIAL SERVICES UPDATE.**

**Presenter:** Felicia Venable, director-facilities management

**C. IT TRANSITION UPDATE.**

**Presenter:** Wesley Prescott, director-technology

**D. GRADUATION UPDATE.**

**Presenter:** Diane Bauman, director-school/community relations

**E. ASSISTANT SUPERINTENDENT POSITION UPDATE.**

**Presenter:** Jeff Danziger, director-human resources



**To:** Dr. Robert Herrera

**Cc:** Board of Education

**From:** Felicia Venable, Director of Facilities Management

**Re:** Contract Status Update - Grand Rapids Building Services (GRBS)

**Date:** July 21, 2020

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**Background:**

During the 2019 – 2020 SY, the School Board approved the Grand Rapids Building Services (GRBS) contract for custodial services for the initial term of July 1, 2020 through June 30, 2023 with the option for renewal up to three (3) additional years on a year-by-year bases in the Not-to-Exceed (NTE) amount of \$7,413,660.

**Update:**

DM Burr Services ended on June 30, 2020. Just prior to contract end and while attempting to transfer employees from DM Burr to GRBS, the District was informed the employment contracts signed by custodians and managers under DM Burr included a “non-compete” clause precluding personnel to transfer to the new vendor.

DM Burr was adamant about enforcement of this clause yet ultimately agreed to release those employees whom the District could prove were prior district employees. Only 13 people were allowed to transfer to GRBS.

To initiate the contract, GRBS temporarily re-assigned custodians from its account at Birmingham Public Schools to conduct summer cleaning. These staff members will return to their assigned work locations effective August 1, 2020. Meaning, GRBS is working diligently to recruit team members for FPS and to finalize summer cleaning on or before August 17, 2020.

**Recruitment Statistics as of July 17, 2020**

- Number of Personnel in the Contract 64
- Number of Positions Filled 34
- Number of Personnel Pending Background as of 7/15/2020 7
- Number of Positions Unfilled 23

*\* The account Regional Manager has been hired and will be effective July 27, 2020.*

## Summer Cleaning and Fall Readiness as of July 17, 2020

- Total Number of Schools in District 17
- Number of Schools Cleaned (completed) 6 or 35%
- Number of Schools Pending Cleaning 11

### Constraints:

GRBS is committed to aggressive recruitment efforts on behalf of Farmington Public Schools using the following sites: company website, Indeed, Craigslist, Facebook, LinkedIn, and Zip Recruiter. However, recruitment efforts have been hindered because those who may be unemployed and recruited for this work are eligible to receive an additional \$600 per week in federal benefits on top of what they are receiving from Michigan until July 25<sup>th</sup> for now.

Next, as you are aware, the contract scope is exclusively for staffing and does not require the contractor to provide equipment or supplies that could be utilized for increased efficiency and effectiveness. GRBS conducted an audit of the District's equipment by building and found that much of our assets are older and in some instances in disrepair. These findings have caused delays in cleaning while the vendor waits for the District to make necessary repairs.

### Contact for Item:

Felicia Venable, Director, Facilities Management  
Email: [felicia.venable@fpsk12.net](mailto:felicia.venable@fpsk12.net)

### Supporting Documents/Attachments:

None

**June 16, 2020**

Special Meeting of the Board of Education

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**VII. DISCUSSION ITEMS**

- A. **POLICIES 4002 & 8008 (TITLE IX) REVISIONS – FIRST READING.**  
**Presenter:** Zach Rich, policy/board governance chair
  
- B. **PUBLIC COMMENT GUIDELINES.**  
**Presenter:** Zach Rich, policy/board governance chair
  
- C. **FARMINGTON PUBLIC SCHOOLS’ PROCLAMATION.**  
**Presenter:** Zach Rich, policy/board governance chair
  
- D. **AUGUST BOARD MEETING SCHEDULE CHANGE.**  
**Presenters:** Bob Herrera, superintendent and Pam Green, Board president

If the Board moves this item to action, please see proposed motion.

**MOTION:** I move that the Board of Education change the August regular meeting date from August 18, 2020 to August 11, 2020, in order to facilitate Board approval of the District’s Preparedness Plan by the mandated August 15, 2020 date.



409 E. Jefferson Ave., Fifth Floor  
Detroit, Michigan 48226  
Main: 248.258.2850  
LuskAlbertson.com

TO: LA School Policy Service Clients  
FROM: LA School Policies Services  
RE: Update 9.0 – Policy and Administrative Regulation for New Title IX Regulations  
DATE: July 10, 2020

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Thank you for choosing LA School Policy Services for your school policy needs. Recently, the United States Department of Education’s (DOE) issued new Title IX regulations. While there have been some legal challenges to these regulations, they will currently take effect on August 14, 2020 absent judicial intervention. We have responded by creating the new Title IX policy and administrative regulation contained in this memorandum.

We understand that few school boards have sufficient regularly-scheduled business action meetings between now and August 14th to engage in two readings of the proposed policy. For most of our policy clients, Policy 1003/1000.03 permits boards to waive a first reading. Thus, we recommend school boards vote to waive a first reading and adopt the proposed revisions at the next regularly-scheduled meeting. Alternatively, school boards may call a special meeting (which may be held remotely, until July 31, 2020) for a first reading and complete a second reading during their next regular meeting.

In addition to the policy and administrative regulation, Lusk Albertson also provides training on the new Title IX regulations. Presently, school districts are not in compliance with and subject to liability under Title IX unless, by August 14, 2020, they have: updated their policies, administrative procedures, School District website, and other publications; notified all of their employees and unions of the regulations; provided awareness training for all school district employees; and provided in-depth training for their Title IX Coordinator. The new regulations are prescriptive and complex. Among other things, they require:

- The appointment of a Title IX Coordinator, if schools don’t have one already;
- All school district employees (not just professional employees) report alleged sexual harassment and, therefore, must understand the new definition of sexual harassment;
- Specific responses to reports of sexual harassment, including holding disciplinary sanctions in abeyance when a formal complaint is filed, until it is investigated and resolved in the elaborate manner required by the new regulations;



- Specific methods of investigating sexual harassment complaints;
- Specific decision and appeal procedures, including separating the investigative function from the decision and appeal procedures.

We are developing awareness and in-depth training modules, which soon will be available to all Michigan school districts, including current clients. The in-depth training modules include form letters suitable for sexual harassment investigations and a comprehensive checklist to prompt compliance. LA attorneys are also available for in-person training. Pricing details and questions about Title IX training or the policy and administrative regulation may be addressed to [Kevin Sutton](#), [Bob Lusk](#), or [Anya Lusk](#).

## PERSONNEL

### Update 9.01 (Policy)

We recommend the following underlined changes to the “Discrimination and Harassment” subpolicy, typically found under Section 4002/4000.02:

**Discrimination and Harassment** The Board is committed to maintaining a learning/working environment in which all individuals are treated with dignity and respect, free from illegal discrimination and harassment. There will be no tolerance for discrimination or harassment in employment on the basis of race, color, national origin, religion, sex, marital status, genetic information, disability, age, or any other illegal grounds. See, also, Policy [8007/8000.07].

## GENERAL POLICIES

### Update 9.02 (Policy and Administrative Regulation)

We recommend school districts adopt the following underlined changes to their “Discrimination and Harassment” policy, typically found under Section 8007/8000.07:

**Discrimination and Harassment.**

The Board of Education is committed to maintaining a learning/working environment in which all individuals are treated with dignity and respect, free from illegal discrimination and harassment. There will be no tolerance for discrimination or harassment on the basis of race, color, national origin, religion, sex, marital status, genetic information, disability, age, or any other basis prohibited by law. The Superintendent will develop administrative regulations to implement this policy. The Superintendent designates



[insert name and position, (which position must include the term “Title IX Coordinator”)]  
to serve as the School District’s Compliance Officer to investigate and resolve complaint of illegal harassment and discrimination to supervise the implementation of this policy and its implementing regulations.

## FARMINGTON PUBLIC SCHOOLS' BOARD OF EDUCATION

### PROCLAMATION

**WHEREAS**, the Board of Education of the Farmington Public Schools District ("District"), Oakland County, Michigan ("Board"), is tasked with providing for the safety and welfare of its students and to educate students in a safe and nurturing environment; and

**WHEREAS**, despite the Greater Farmington community having been founded by abolitionist Quakers and being a stop on the Underground Railroad, it is acknowledged that there is a long history of racism, discrimination, and segregation within our country, which has adversely impacted educational and economic outcomes for many racial groups; and

**WHEREAS**, the Board acknowledges that our students are a diverse body of which 24.9% are Black/African American; 3.7% are Latinx; 15.4% are Asian/Asian American; 0.1% are American Indian or Alaskan Native; 4.2% are Multi-Racial; and 51.7% are White, all with diverse experiences; and

**WHEREAS**, the Board is committed to eradicating systemic racism, bigotry, discrimination, hate, and violence in any form; and

**WHEREAS**, it is not enough to simply be "not racist," it is imperative to be "anti-racist;" and

**WHEREAS**, in being anti-racist, the Board commits to a process of intentional, institutional inclusion in developing and implementing the structures, educational practices, policies and procedures of the district to ensure the full participation of People of Color; and

**WHEREAS**, children begin their lives without hatred and bigotry, and we must, as a school system, uphold the public's trust by fostering understanding, acceptance, respectful civic discourse, and inclusion among our students when they enter our doors; and

**WHEREAS**, we must work with our community partners to create the desired community free of racism; and

**WHEREAS**, we have the ability to uplift a community of diverse ideas that recognize and celebrate all the attributes that form children and hold true to the ideal that we are all created equal; and

**WHEREAS**, educators should be lifelong learners about race and racism and as a district we should provide the necessary resources to facilitate and promote educational discourse about race and racism; and

**WHEREAS**, as we grow in our learning of racism, we must continue to reflect on and amend curricula, training, policies, and systemic practices used in schools to help end racism.

**NOW THEREFORE BE IT RESOLVED** that:

Section I: Farmington Public Schools hereby commits to stand against any and all acts of racism, disrespect, violence, and inequitable treatment of any person, and declares itself to be an anti-racist institution.

Section II: The Board hereby declares that racism is a public health crisis that adversely impacts our students, our families, and our community.

Section III: The Board charges the District to research and integrate racially and culturally relevant elements into the curriculum and within the school buildings.

Section IV: The Board will seek to eliminate incidents of racial bias and discrimination through required diversity, equity, and inclusion trainings focused on race and implicit bias for its staff while also committing to monitor incidents that are reported and sharing statistics on its results.

Section V: The Board authorizes the Superintendent to work directly with the Farmington Public Safety Department and Farmington Hills Police Department, which provide services within our schools, to review our standards and expectations to further promote a culturally affirming climate, which our school buildings and students deserve.

Section VI: The Board directs the district to discontinue the celebration of Columbus Day and recognize and honor Indigenous Peoples' contributions and the impact that history has had on their heritage within our curriculum.

Section VII: The Board directs the Superintendent to work with our almost 1,460 employees to begin forming race and other identity-based employee Resource Groups focused on supporting and increasing staff climate, morale, and camaraderie.

Section VIII: The Board commits to participate in a series of training sessions over the next year including implicit bias and equity training.

Section IX: The Board directs the Superintendent to continue its institutional culture audit and to restructure to ensure Black, Indigenous, and People of Color (BIPOC), their cultures and world views are equitably represented at every level of district decision making in the District; including, but not limited to ensuring people of color are adequately represented in staff make up, from teachers to other support.

Section X: The audit should also include outcomes for BIPOC students compared to their white counterparts and a plan to address, including naming and assigning, resources to solve the noted disparities.

FARMINGTON PUBLIC SCHOOLS' BOARD OF EDUCATION

PROCLAMATION

WHEREAS, the Board of Education of the Farmington Public Schools District ("District"), Oakland County, Michigan ("Board"), is tasked with providing for the safety and welfare of its students and to educate students in a safe and nurturing environment; and

WHEREAS, the Board of Education seeks to provide accessible and equitable education opportunities in particular to target groups identified as disadvantaged; and

WHEREAS, despite the Greater Farmington community having been founded by abolitionist Quakers and being a stop on the Underground Railroad, it is acknowledged that there is a long history of racism, discrimination, and segregation within our community, which has adversely impacted educational and economic outcomes for many racial groups; and

WHEREAS, the Board acknowledges that our students are a diverse body of which 24.9% are Black/African American; 3.7% are Latinx; 15.4% are Asian/Asian American; 0.1% are American Indian or Alaskan Native; 4.2% are Multi-Racial; and 51.7% are White, all with diverse experiences; and

WHEREAS, the Board is committed to eradicating systemic racism, bigotry, discrimination, hate, and violence in any form; and

WHEREAS, it is not enough to simply be "not racist," it is imperative to be "anti-racist;" and

WHEREAS, in being anti-racist, the Board commits to a process of intentional inclusion in the development and implementation of educational practices, policies and procedures of the district to ensure the full participation of People of Color; and

WHEREAS, children begin their lives without hatred and bigotry, and we must, as a school system, uphold the public's trust by fostering understanding, acceptance, respectful civic discourse, and inclusion among our students; and

WHEREAS, we must work with our community partners to create the desired community free of racism; and

WHEREAS, we have the ability to uplift a community of diverse ideas that recognize and celebrate all the attributes that form children and hold true to the ideal that we are all created equal; and

WHEREAS, educators should be lifelong learners about race and racism and as a district we should provide the necessary resources to facilitate and promote educational discourse about race and racism; and

WHEREAS, as we grow in our learning of implicit bias and institutional racism, we must continue to reflect on and amend curricula, training, policies, and systemic practices used in schools to help end institutional racism.

NOW THEREFORE BE IT RESOLVED that:

Section I: Farmington Public Schools hereby commits to stand against any and all acts of racism, disrespect, violence, and inequitable treatment of any person, and declares itself to be an anti-racist institution.

Section II: The Board hereby declares that racism is a public health crisis that adversely impacts our students, our families, and our community.

Section III: The Board charges the District to research and integrate racially and culturally relevant elements into the curriculum and within the school buildings, including practices to ensure all students reach their full potential.

Section IV: The Board will seek to eliminate incidents of racial bias and discrimination through required diversity, equity, and inclusion trainings focused on race and implicit bias for its staff while also committing to monitor incidents that are reported and sharing statistics on its results.

Section V: The Board authorizes the Superintendent to work directly with the Farmington Public Safety Department and Farmington Hills Police Department, both of whom provide services within our schools, to review our standards and expectations to further promote a culturally affirming climate, which our school buildings and students deserve.

Section VI: The Board directs the district to discontinue the celebration of Columbus Day and recognize and honor Indigenous Peoples' Day in honor and celebration of Native American culture, the people who originally inhabited the Americas, and the impact exploration had on Indigenous people.

Section VII: The Board directs the Superintendent to work with our staff to form race and other identity-based employee Affinity Groups focused on creating a safe space for staff to express fears, pains and hopes for the district in order to support and increase staff climate, morale, and camaraderie.

Section VIII: The Board commits to participate in a series of training sessions over the next year including implicit bias and equity training.

Section IX: The Board directs the Superintendent to continue its institutional culture audit and to restructure to ensure Black, Indigenous, and People of Color (BIPOC), their cultures and world views are equitably represented at every level of district decision making in the District; including, but not limited to ensuring people of color are adequately represented in hiring and retention strategies, from teachers to other support.

Section X: The audit should also include outcomes for BIPOC students compared to their white counterparts and a plan to address, including naming and assigning, resources to solve the noted disparities.

Section XI: The Board commits to developing equity in education policy and procedures.

Section XII: The Board directs the Superintendent to conduct regular staff satisfaction surveys to assess and review information on District climate and culture, particularly as they relate to racial issues and concerns.

**VIII. ACTION ITEMS**

**A. LEARNING MANAGEMENT SYSTEM.**

**Presenter:** Kelly Coffin, assistant superintendent-innovation and strategic initiatives

**MOTION:** I move that the Board of Education approve a three-year contract with Instructure for the Canvas Learning Management System and payment for Year 1 in the amount of \$75,100; funds to come from the CARES Act federal funds in the general fund.

**B. BARGAINING CONTRACTS.**

**Presenter:** Jeff Danziger, director-human resources

**1. APPROVAL OF FARMINGTON TRANSPORTATION ASSOCIATION (FTA) BARGAINING CONTRACT.**

**MOTION:** I move that the Board of Education approve the bargaining contract between the Farmington Board of Education and the Farmington Transportation Association (FTA), as presented.

**2. APPROVAL OF FARMINGTON MAINTENANCE/CAFETERIA ASSOCIATION (FMC) BARGAINING CONTRACT.**

**MOTION:** I move that the Board of Education approve the bargaining contract between the Farmington Board of Education and the Farmington Maintenance/Cafeteria Association (FMC), as presented.

**3. APPROVAL OF FARMINGTON EDUCATION ASSOCIATION (FEA) BARGAINING CONTRACT.**

**MOTION:** I move that the Board of Education approve the bargaining contract between the Farmington Board of Education and the Farmington Education Association (FEA), as presented.

**4. APPROVAL OF EDUCATION SUPPORT PROFESSIONALS (ESP) BARGAINING CONTRACT.**

**MOTION:** I move that the Board of Education approve the bargaining contract between the Farmington Board of Education and the Education Support Professionals (ESP), as presented.

**5. APPROVAL OF FARMINGTON ASSOCIATION OF SCHOOL ADMINISTRATORS (FASA) BARGAINING CONTRACT.**

**MOTION:** I move that the Board of Education approve the bargaining contract between the Farmington Board of Education and the Farmington Association of School Administrators (FASA), as presented.

**C. JUNE 16, 2020 CLOSED SESSION MINUTES.**

**Presenter:** Angie Smith, Board secretary

**MOTION:** I move that the Board of Education approve the Closed Session minutes from June 16, 2020, as presented.



**To:** Dr. Robert Herrera

**Cc:** Board of Education

**From:** Dr. Kelly Coffin, Assistant Superintendent for Innovation and Strategic Initiatives

**Re:** Learning Management System--Request for Approval

**Date:** July 21, 2020

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**Background:**

The District began a review process for the purchase of a learning management system (LMS) that will support learning in a variety of instructional settings, including face-to-face and distance or remote learning situations.

**Summary:**

The Learning Environments Team recommends Canvas as our LMS. This recommendation came forth following multiple LMS preview and debrief meetings in June followed by additional information gathering in early July related to system integration and implementation. The data collected during these meetings indicated both Brightspace and Canvas as credible options. Both systems could have easily been recommended. The following items pushed Canvas forward as our recommendation:

- Adaptation and accommodation features.
- Calendar and To-Do feature's for students.
- Simpler lesson design tool (similarity to Google Classroom).
- Teacher implementation learning curve.
- Timeline for LMS integration and set-up.

The District received quotes from Canvas, Brightspace, and Schoology. Canvas and Brightspace were comparable, while Schoology was significantly higher. Canvas has locked in our rates for three full years, when typically they raise their subscription price by 5% each year. The year one costs are higher as they include initial set-up for both technology integration to our student information system and layout design and professional development. Below please find the costs for each year in the contract as well as the services included:

**Year 1 Costs: \$75,100**

Year 1 Services Include:

- Canvas Cloud Subscription
- Canvas Subscription Training (Annual Unlimited)
- Studio Cloud Subscription
- 24/7 Tier 1 Support for Staff
- Standard Implementation
- Studio Implementation
- Instructional Design Ready-Made Template

**Year 2 Costs: \$63,700**

Year 2 Services Include:

- Canvas Cloud Subscription
- Canvas Subscription Training (Annual Unlimited)
- Studio Cloud Subscription
- 24/7 Tier 1 Support for Staff

**Year 3 Costs: \$63,700**

Year 3 Services Include:

- Canvas Cloud Subscription
- Canvas Subscription Training (Annual Unlimited)
- Studio Cloud Subscription
- 24/7 Tier 1 Support for Staff

**Total Over Three Years: \$202,500**

**Recommendation:**

Based on the feedback from the committee of staff that specifically reviewed LMS options, administration is recommending that the FPS Board of Education approve a three-year contract with Instructure for the Canvas Learning Management System and the payment for Year 1 in the amount of \$75,100.

**Contact for Item:**

Dr. Kelly Coffin, Assistant Superintendent for Innovation and Strategic Initiatives  
Email: [kelly.coffin@fpsk12.net](mailto:kelly.coffin@fpsk12.net)

**Supporting Documents/Attachments:**

None

## July 21, 2020

Special Meeting of the Board of Education

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**IX. CONSENT AGENDA.** I move that the Board of Education approve the July 21, 2020 Consent Agenda, as follows:

- A. Approval of Minutes
  - 1. June 16, 2020 Special Meeting/Closed Session
  - 2. June 16, 2020 Public Hearing: Budget
  - 3. June 16, 2020 Regular/Organizational Meeting
- B. Personnel Items

### **LEAVES OF ABSENCE**

**Pahalak, Breanna**  
Paraprofessional  
Forest Elementary  
Effective: 8/24/2020

**Stollman, Carrie**  
Paraprofessional  
Forest Elementary  
Effective: 8/24/2020

**Zaitouna, Lauren**  
Paraprofessional  
Warner Middle School  
Effective: 8/24/2020

### **RESIGNATIONS**

**Giampa-Coyle, Claudia**  
Secretary/Bookkeeper  
Central Office  
Effective: 7/31/2020

**Johnson, Aaron**  
Assistant Superintendent  
Central Office  
Effective: 7/3/2020

**Robbins, Rhonda**  
Paraprofessional  
North Farmington High  
Effective: 6/30/2020

**Sharp, Tina**  
Assistant Director of HR  
Central Office  
Effective: 6/30/2020

**Venkateshwaren, Maheswari**  
Paraprofessional  
Alameda Early Childhood  
Effective: 6/5/2020

### **RETIREMENTS**

**Hanford, Tina**  
Paraprofessional  
Forest Elementary  
Effective: 6/30/2020

**Hardin, Thomas**  
Teacher  
North Farmington High  
Effective: 6/30/2020

**Nofzinger, Barry**  
Teacher  
Wood Creek Elementary  
Effective: 6/30/2020

**SPECIAL MEETING/CLOSED SESSION (Virtual)  
OF THE FARMINGTON BOARD OF EDUCATION  
Lewis Schulman Administrative Center  
32500 Shiawassee, Farmington  
June 16, 2020**

1. Board President Green called the meeting to order at 5:04 pm.

**ROLL CALL:**                      **Present:**      Pam S. Green, president (remote)  
   Terry L. Johnson, vice president (remote)  
   Angie F. Smith, secretary (remote)  
   Zach T. Rich, treasurer (remote)  
   Jessica B. Cummings, trustee (remote)  
   Richard D. Mukamal, trustee (remote)  
   Terri A. Weems, trustee (remote)

**Absent:**

**Also Present:** Robert C. Herrera, superintendent; executive assistant, Kim Buckley

2. **APPROVAL OF THE AGENDA.** It was moved by Johnson and supported by Mukamal to approve the Special Meeting/Closed Session agenda, as presented.

**ROLL CALL VOTE:**    **Ayes:**      Rich, Weems, Johnson, Green, Cummings, Mukamal, Smith  
   **Nays:**      None

**MOTION UNANIMOUSLY APPROVED.**

3. **PUBLIC COMMENTS.** None.

4. **REQUEST FOR CLOSED SESSION BY ROLL CALL VOTE.** It was moved by Johnson and supported by Cummings that the Board move to closed session in accordance with section 8(c) Collective Bargaining Negotiations of the Open Meetings Act, Public Act 267 of 1976.

**ROLL CALL VOTE:**    **Ayes:**      Rich, Weems, Johnson, Green, Cummings, Mukamal, Smith  
   **Nays:**      None

**MOTION UNANIMOUSLY APPROVED.**

The Board moved to closed session at 5:11 pm.

5. **RETURN TO SPECIAL MEETING.** The Board returned to the Special Meeting at 5:57 pm.

6. **ADJOURNMENT OF SPECIAL MEETING.** It was moved by Johnson and supported by Cummings that the Board adjourn the special meeting at 5:58 pm.

**ROLL CALL VOTE:**    **Ayes:**      Rich, Johnson, Green, Cummings, Mukamal, Smith  
   **Nays:**      None

**MOTION PASSED 6-0.**

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Angie F. Smith  
Farmington Board of Education  
Secretary

**PUBLIC HEARING: BUDGET (Virtual)  
OF THE FARMINGTON BOARD OF EDUCATION  
Lewis Schulman Administrative Center  
32500 Shiawassee, Farmington  
June 16, 2020**

1. Board President Green called the meeting to order at 6:03 pm.

**ROLL CALL:**                      **Present:**      Pam S. Green, president (remote)  
Terry L. Johnson, vice president (remote)  
Angie F. Smith, secretary (remote)  
Zach T. Rich, treasurer (remote)  
Jessica B. Cummings, trustee (remote)  
Richard D. Mukamal, trustee (remote)  
Terri A. Weems, trustee (remote)

**Absent:**

**Also Present:** Robert C. Herrera, superintendent; Jennifer Kaminski, assistant superintendent; Diane Bauman and Kim Pincheck, directors; executive assistant, Kim Buckley

2. **APPROVAL OF THE AGENDA.** It was moved by Johnson and supported by Mukamal to approve the Public Hearing: Budget agenda, as presented.

**ROLL CALL VOTE:**    **Ayes:**      Rich, Weems, Johnson, Green, Cummings, Mukamal, Smith  
                                 **Nays:**      None

**MOTION UNANIMOUSLY APPROVED.**

3. **ANNOUNCEMENTS.** President Green explained the procedure for making public comments.

4. **PUBLIC COMMENTS.**

- a. York: 2020/2021 FPS Public Budget Hearing.

5. **REVIEW OF PROPOSED 2020/2021 BUDGET.**

**Presenter:** Jennifer Kaminski, assistant superintendent-business services

The proposed 2020/2021 Budget was presented for review, along with the 2020/2021 Tax Levy and the second amendment of the 2019/2020 budget.

Mrs. Kaminski opened the public hearing by providing an overview of the proposed 2020/2021 budget. The budget document is available on the District website and at local libraries and must receive Board approval by June 30, 2020.

Many assumptions are built into the budget, many of which are not within District control, including, but not limited to: student enrollment, number of retirees, interest rates, utility costs, fuel costs, staffing costs, benefit rates, retirement rates, unemployment, and worker's compensation. The pandemic has had a significant impact on the forecast for next year and beyond. Mrs. Kaminski detailed the factors affecting a net increase in revenues of \$88,000 and a net decrease in expenditures of \$2,778,000. The business office used assumptions of a \$650/pupil decrease in State aid and a decline in enrollment of 83 students. The budget shows

that the fund balance in June 2021 is expected to be 10.2%. An additional revenue estimating conference will take place in August 2020 as the State hopes to have better estimates of revenues and the impacts of the pandemic.

The budget will be presented for Board approval at the regular/organizational meeting later today, June 16, 2020.

**6. REVIEW OF 2020/2021 TAX LEVY.**

**Presenter:** Kim Pincheck, director-finance

Mrs. Pincheck reviewed the proposed tax levy for all properties.

The recommended levy (in mills) as follows will be presented for approval on June 16:

	Homesteads and Industrial <u>Personal</u>	Non- homesteads	Commercial <u>Personal</u>
Operation	7.2451	18.0000	13.2451
Debt	<u>3.2000</u>	<u>3.2000</u>	<u>3.2000</u>
<b>Total</b>	<b>10.4451</b>	<b>21.2000</b>	<b>16.4451</b>

**7. REVIEW OF CURRENT YEAR (2019/2020) BUDGET AMENDMENT.**

**Presenter:** Jennifer Kaminski, assistant superintendent-business services

Mrs. Kaminski reported that the General, Special Revenue - Nutrition Services Program, Special Revenue – Student Activities, Capital Projects (Building & Site – 2018), Capital Projects (Building & Site – 2020), Capital Projects (Technology/Other Projects), Capital Projects (Maintenance/Bus Purchases) and the Internal Service (Benefit Stabilization) Funds have been revised to reflect known and revised budget factors. Mrs. Kaminski thanked her department for their contributions.

Board questions were answered. Board members expressed appreciation for the quality, clarity and thoroughness of the work of the business office.

**8. ADJOURNMENT.** It was moved by Weems and supported by Johnson that the Board adjourn the public hearing at 6:48 pm.

**ROLL CALL VOTE:**   **Ayes:**   Rich, Johnson, Green, Cummings, Mukamal, Smith  
                               **Nays:**     None

**MOTION UNANIMOUSLY APPROVED.**

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Angie F. Smith  
Farmington Board of Education  
Secretary



**ROLL CALL VOTE:**   **Ayes:**   Rich, Weems, Johnson, Green, Cummings, Mukamal  
                          **Nays:**     Smith

**MOTION PASSED 6-1.**

**MOTION:** It was moved by Weems and supported by Rich that the Board of Education add the Racial Equity and Justice Resolution to the next meeting agenda as a working item topic and develop actionable items.

**ROLL CALL VOTE:**   **Ayes:**   Rich, Weems, Johnson, Green, Cummings, Mukamal  
                          **Nays:**     Smith

**MOTION PASSED 6-1.**

**5. CORRESPONDENCE.** Ms. Smith reported on correspondence that was received during this period.

- A. K. Jones: Comments RE: Tuesday's Board Meeting and Decision
- B. D. Chomet: Recent Teacher Termination
- C. S. Weems: Pickens
- D. Chomet: An Opportunity to Make the Right Choice
- E. K. Jones: Response to Comments RE: Tuesday's Board Meeting and Decision
- F. K. Biederwolf: Prom for Class of 2020
- G. S. Gesse: Where is Prom?
- H. Harris: 4th Request for Assistance with Enrollment in Farmington Public Schools
- I. P. Green: Response to 4th Request for Assistance with Enrollment in Farmington Public Schools
- J. P. Green: Response to Prom for Class of 2020
- K. Biederwolf: Response to President Green Regarding Prom for Class 2020
- L. C. Weems: Unjust Release of Monique Pickens
- M. S. Gainer: Farmington Central High School Continued Support
- N. V. Taylor: Farmington Central High
- O. Miller and Alousi: Farmington Central High School
- P. C. Riddick: Farmington Central High School
- Q. R. Baumgartner: Farmington Central High School

**6. PUBLIC COMMENTS.**

- A. Black Lives Matter: Ohm, Carpenter-Crawford
- B. FCHS: R. Turner, L. Murphy, C. DeYonke, S. Kanai, W. Gach-Lazar
- C. Zero Tolerance Policy: J. Poisson, K. Shauntee-Wilson, R. Peek, A. Thielen, B. Cobb, C. Shah
- D. Non-Renewal: L. Kendrick, K. Hughes-Jones, L. Goss-Hopson, P. Trisdorfer, J. Dallo, S. Datta, Kikidakis, J. Gaston, T. Walton, S. Marshall, B. Hulett, D. Ralph, M. Lim, Stokes, N. Goudreau, T. Grant, J. Barnett, S. Taylor
- E. Black Teachers Matter: D. Licovski
- F. How Do You Stand with Us: D. Ware
- G. LMS: M. Giller
- H. Safety of Black/Brown Students/Staff: B. Fernandez-Steingold
- I. Racial Incidents: D. Walker, T. Shamey, M. Carpenter-Crawford, M. Kestler
- J. Racism: N. Moore, A. Thomas, Fatima, Nicole, Amna, K. Burns-Goldberg, G. Salim,

Anderson

- K. Public Comment: S. Datta
- L. Ferndale Diversity Committee: J. Frame
- M. Diversity Change/Growth: M. Dixon
- N. Farmington Public School District Could Pioneer Anti-Racist Practices: C. Hunter, Z. Nakhumica, A. Stokes, plus additional signatures

**7. TRANSITIONING BACK TO SCHOOL UPDATE.**

**Presenter:** Bob Herrera, superintendent; Kelly Coffin, assistant superintendent-innovation and strategic initiatives; Margaret Hendrickson, director-curriculum, instruction and assessment

Dr. Herrera began with an update on the various scenarios for returning to school in the fall. There are seven planning groups: governance, instruction, wellness, technology, post-secondary, school operations, and facilities. Planning considerations will include: health/wellness/safety factors, staff/parent feedback, and Governor’s orders/task force. The District will develop plans in accordance with the Governor’s six phases. Instructional models will need to be flexible and agile. The District will create a virtual school option in addition to planning for distance/remote learning, hybrid (combination of distance/remote learning and in-person) and traditional (in-person).

Dr. Coffin presented information on the District’s work to acquire and implement a learning management system. While 74% of our educators shared that Google Classroom was as effective as they had hoped during the emergency learning period, they expressed the need for additional features, not present in Google Classroom, moving forward. A LMS can provide these features. Nearly 70 FPS staff are taking part in an in-depth review process of learning management systems focused on current and future needs. Feedback loops exist between teachers, administrators and central office related to the implementation of a learning management system. A Technology Team is working to vet systems and the ability for an LMS to work with our student information system. Work is also being coordinated with the business office to gather quotes from recommended LMS vendors. Upon completion of this process, a recommendation will be brought to the Board.

**8. EQUITY, DIVERSITY AND INCLUSION UPDATE.**

**Presenter:** Aaron Johnson, assistant superintendent-equity, diversity and inclusion

Dr. Johnson provided details regarding the upcoming equity audit and subsequent three-year plan to assist the District with the development of an equity plan. An outside entity will be utilized in order to ensure no bias in the process.

Year 1: Equity Audit; equity teams created at each building; Truth & Reconciliation Initiative; Anti-Racist Institute

Year 2: Work on policy, hiring practices, structures and processes; parent advocacy center; curriculum review

Year 3: Additional training and equity coaching

Board members thanked Dr. Johnson for his recent community dialogues. They also inquired as to what actions will be taken in the interim. Dr. Johnson stated that 1) he has met with District principals to assist them in the development of a virtual platform for student dialogues; 2) he has

initiated a summer book club for District staff (How to Be an Anti-Racist); and 3) he will continue the Anti-Racist Institute.

**9. REPORTS FROM BOARD COMMITTEES.**

**Finance/Facilities Committee:** Chair Rich reported that the committee and central office staff met to discuss the budget update and staffing implications, the Oakland County Enhancement Millage proposal and an update on the custodial services transition.

**Human Resources Committee:** Chair Smith reported that the committee and central office staff met to discuss the budget update and staffing implications and a staffing update.

**10. OAKLAND COUNTY ENHANCEMENT MILLAGE RESOLUTION.**

**Presenter:** Bob Herrera, superintendent and Zach Rich, Board treasurer

Mr. Rich stated that the Oakland County ISD had been approached by a few individual school districts that were interested in placing a 1.4 mil proposal on the November ballot. In order for the proposal to be placed on the ballot, districts representing a total of 51% of the student population in the county must pass a resolution in support. Mr. Rich and Dr. Herrera felt that this was unlikely at this time.

**11. APPROVAL OF PROPOSED 2020/2021 BUDGET.**

**Presenter:** Jennifer Kaminski, assistant superintendent-business services

This item was presented in detail at the Public Hearing.

**MOTION:** It was moved by Mukamal and supported by Johnson that the Board of Education approve the 2020/2021 General Appropriations Resolution, as presented, and waive the reading of the Resolution.

**ROLL CALL VOTE:**   **Ayes:**     Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                          **Nays:**       None

**MOTION UNANIMOUSLY APPROVED.**

**12. APPROVAL OF 2020/2021 TAX LEVY.**

**Presenter:** Kim Pincheck, director-finance

This item was presented in detail at the Public Hearing.

**MOTION:** It was moved by Mukamal and supported by Johnson that the Board of Education approve the Form L-4029 Tax Rate Request for all properties which results in 10.4451 mills on Homesteads and Industrial Personal Property, 21.2000 mills on Non-homesteads, and 16.4451 mills on Commercial Personal Property.

**ROLL CALL VOTE:**   **Ayes:**     Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                          **Nays:**       None

**MOTION UNANIMOUSLY APPROVED.**

**13. APPROVAL OF CURRENT YEAR (2019/2020) BUDGET AMENDMENT.**

**Presenter:** Jennifer Kaminski, assistant superintendent-business services

This item was presented in detail at the Public Hearing.

**MOTION:** It was moved by Weems and supported by Cummings that the Board of Education approve the 2019/2020 Revised General Appropriations Resolution, as presented, and waive the reading of the Resolution.

**ROLL CALL VOTE:**   **Ayes:**   Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                          **Nays:**     None

**MOTION UNANIMOUSLY APPROVED.**

**14. NUTRITION – HAND-MADE PIZZA BID.**

**Presenter:** Angela Davis, supervisor-nutrition

This item was presented in detail at the June 2, 2020 regular meeting.

**MOTION:** It was moved by Cummings and supported by Weems that the Board of Education approve the bid award, as outlined in the May 28, 2020 memo from Angela Davis, supervisor-nutrition services, for the purchase of hand-made pizza for the 2020/2021 school year to Little Caesar's Pizza at \$5.00 per pizza; funds to come from the Nutrition Services Fund.

**ROLL CALL VOTE:**   **Ayes:**   Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                          **Nays:**     None

**MOTION UNANIMOUSLY APPROVED.**

**15. APPROVAL OF NOTICE OF LAYOFF LIST (FEA).**

**Presenters:** Kathy Smith, assistant superintendent-talent development and organizational leadership and Jeff Danziger, director-human resources

**MOTION:** Regretfully, it was moved by Weems and supported by Johnson that the Board of Education authorize the FEA layoff notice, as presented in the June 12, 2020 memo from Kathy Smith, Assistant Superintendent for Talent Development and Organizational Leadership and Jeff Danziger, Director of Human Resources.

Board discussion occurred.

**ROLL CALL VOTE:**   **Ayes:**   Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                          **Nays:**     None

**MOTION UNANIMOUSLY APPROVED.**

**16. APPOINTMENT OF LEGAL REPRESENTATION 2020/2021.**

**Presenter:** Jeff Danziger, director-human resources

**MOTION:** It was moved by Weems and supported by Cummings that the Board of Education authorize administration to contract for legal representation with the following firms for the fiscal year beginning July 1, 2020 and ending June 30, 2021.

Clark Hill, P.L.C.

Lusk Albertson, P.L.C.  
Miller, Canfield, Paddock & Stone, P.L.C.  
Secrest Wardle  
Thrun Law Firm, P.C.  
Oakland Intermediate Schools Legal Service

Board discussion occurred.

**ROLL CALL VOTE:**   **Ayes:**   Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                              **Nays:**       None

**MOTION UNANIMOUSLY APPROVED.**

**17. APPROVAL OF MICHIGAN HIGH SCHOOL ATHLETIC ASSOCIATION MEMBERSHIP RESOLUTION.**

**Presenter:** Jon Manier, director-athletics

**MOTION:** It was moved by Weems and supported by Cummings that the Board of Education approve the MHSAA 2020/2021 Membership Resolution, and waive the reading of the Resolution.

**ROLL CALL VOTE:**   **Ayes:**   Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                              **Nays:**       None

**MOTION UNANIMOUSLY APPROVED.**

**18. JUNE 2, 2020 CLOSED SESSION 1 MINUTES.**

**Presenter:** Angie Smith, Board secretary

**MOTION:** It was moved by Weems and supported by Cummings that the Board of Education approve the June 2, 2020 closed session 1 minutes, as presented.

**ROLL CALL VOTE:**   **Ayes:**   Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                              **Nays:**       None

**MOTION UNANIMOUSLY APPROVED.**

**19. JUNE 2, 2020 CLOSED SESSION 2 MINUTES.**

**Presenter:** Angie Smith, Board secretary

**MOTION:** It was moved by Cummings and supported by Weems that the Board of Education approve the June 2, 2020 closed session 2 minutes, as presented.

**ROLL CALL VOTE:**   **Ayes:**   Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                              **Nays:**       None

**MOTION UNANIMOUSLY APPROVED.**

**ANNUAL ORGANIZATIONAL MEETING**

**20. ELECTION OF OFFICERS OF THE BOARD OF EDUCATION.**

**MOTION:** It was moved by Weems and supported by Cummings that the Board of Education utilize a nomination and voting process consistent with past practice.

Board discussion occurred.

**ROLL CALL VOTE:**   **Ayes:**   Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                          **Nays:**       None

**MOTION UNANIMOUSLY APPROVED.**

President Green opened the floor for nominations for President.

Trustee Mukamal nominated Pam Green for President. Trustee Cummings nominated Terri Weems for President.

Nominations were closed. Nominations were accepted by the nominees.

President Green requested a roll call vote on the nomination of Pam Green for president.

**ROLL CALL VOTE:**   **Ayes:**   Rich, Johnson, Green, Mukamal  
                          **Nays:**   Cummings, Weems, Smith

**NOMINATION PASSED 4-3.**

Pam Green retained the office of President.

President Green opened the floor for nominations for Vice President.

Treasurer Rich nominated Terry Johnson for Vice President. Secretary Smith nominated Terri Weems for Vice President.

Nominations were closed.

President Green requested a roll call vote on the nomination of Terry Johnson for Vice President.

**ROLL CALL VOTE:**   **Ayes:**   Rich, Johnson, Green, Mukamal  
                          **Nays:**   Cummings, Weems, Smith

**NOMINATION PASSED 4-3.**

Terry Johnson retained the office of Vice President.

President Green opened the floor for nominations for Secretary.

Trustee Weems nominated Angie Smith for Secretary. Vice President Johnson nominated Terri Weems for Secretary.

Nominations were closed. Trustee Weems declined the nomination.

Angie Smith retained the office of Secretary.

President Green opened the floor for nominations for Treasurer.

Treasurer Rich nominated Terri Weems for Treasurer. Vice President Johnson nominated Zach Rich for Treasurer.

Nominations were closed. Treasurer Rich declined the nomination.

Terri Weems assumed the office of Treasurer.

**The 2020/2021 Board of Education Officers are:**

- Pam Green, President
- Terry Johnson, Vice President
- Angie Smith, Secretary
- Terri Weems, Treasurer

21. **EXPENDITURES.** It was moved by Mukamal and supported by Johnson that the Board of Education approve the expenditures as outlined in the expenditure printout dated June 16, 2020, as follows:

General Fund	\$7,879,358
General Fund - Athletics	\$25,828
Debt Fund	-0-
Capital Projects – 2018 Bond Fund	\$428,849
Capital Projects – 2020 Bond Fund	\$1,000
Nutrition Services Fund	\$186,058
Benefit Stabilization Fund	\$848,140
<b>TOTAL</b>	<b>\$9,369,233</b>

**ROLL CALL VOTE:**   **Ayes:**   Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                                  **Nays:**     None

**MOTION UNANIMOUSLY PASSED.**

22. **BANK AND INVESTMENT INSTITUTIONS AND ACCOUNT SIGNATORIES.**

**MOTION:** It was moved by Rich and supported by Johnson that the Board authorize for the 2020/2021 school year, the deposit of school district funds in the following financial institutions:

- JP Morgan Chase Bank, N.A. Comerica Bank
- Livingston Oakland County Credit Union
- Chemical Bank
- Bank of America Citizens Bank Fifth Third Bank
- Fifth Third Bank for Michigan Liquid Asset Fund Huntington National Bank
- PNC Bank Flagstar Bank Independent Bank
- Level One Bank

and authorize the investment of surplus funds through the following financial institutions:

- Michigan Liquid Asset Fund (Fifth Third Bank)

Bank of America  
JP Morgan Chase Bank, N.A. Comerica Bank  
Fifth Third Bank

and authorize the following Farmington Public Schools Signatories for the listed funds for 2020/2021:

**FARMINGTON PUBLIC SCHOOLS AUTHORIZED BANK SIGNATORIES FOR 2020/2021**

<u>FUND</u>	<u>POSITION OF SIGNATORY</u>
General Fund	Board President and Board Treasurer
Debt Fund	Board President and Board Treasurer
Capital Projects Fund	Board President and Board Treasurer
Nutrition Services Fund	Board President and Board Treasurer
Student Activities Fund	Board President and Board Treasurer
Benefit Stabilization Fund	Board President and Board Treasurer

**ROLL CALL VOTE:**   **Ayes:**   Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                              **Nays:**     None

**MOTION UNANIMOUSLY APPROVED.**

**23. CONSENT AGENDA.** It was moved by Weems and supported by Johnson that the Board of Education approve the Consent Agenda dated June 16, 2020.

- A. Approval of Minutes
  - 1. June 2, 2020 Special Meeting/Closed Session
  - 2. June 2, 2020 Regular Meeting
- O. Personnel Items
- P. 2020/2021 Memberships
  - 1. Metropolitan Detroit Bureau of School Studies, Inc.
  - 2. Michigan Association of School Boards
  - 3. Michigan Association of School Boards Legal Trust Fund
  - 4. Michigan Institute for Educational Management
  - 5. Michigan Negotiators Association
  - 6. Michigan Parent Teacher Association
  - 7. Minority Student Achievement Network
  - 8. Greater Farmington Area Chamber of Commerce

**ROLL CALL VOTE:**   **Ayes:**   Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                              **Nays:**     None

**MOTION UNANIMOUSLY APPROVED.**

**24. SUPERINTENDENT’S ANNOUNCEMENTS.**

- A. **Updates from the Superintendent**  
Dr. Herrera spoke to his employment history in eight school districts of varied demography and his appreciation for a diverse community. He values diverse perspectives and opinions. He believes his responsibility as a superintendent is to ensure that all students

are learning and all students are safe in our care. He does not advocate for or support a Zero Tolerance Policy. The District will follow due process for both students and staff. He sees himself as an educator/teacher/coach and will work to increase capacity and voice for all in the District.

**25. GOOD AND WELFARE.** Board members commented on several topics:

Congratulations to 2020 grads; thank you to staff/students for patience/flexibility/perseverance; acknowledgment of community dialogues on race and healing; honor Black Lives Matter movement; senior honor's videos; accomplishments of the new superintendent; equity audit; congratulations to new BOE officer, Terri Weems, and thanks to outgoing BOE officer, Zach Rich; Stay Safe/Wear a Mask/Social Distance; congratulations to retirees.

**26. ADJOURNMENT.** It was moved by Johnson and supported by Cummings that the Board of Education adjourn the June 16, 2020 regular/organizational meeting at 12:17 am.

**ROLL CALL VOTE:**   **Ayes:**     Rich, Smith, Weems, Johnson, Green, Cummings, Mukamal  
                          **Nays:**     None

**MOTION UNANIMOUSLY APPROVED.**

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Angie F. Smith  
Farmington Board of Education  
Secretary