

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION**

**Regular Meeting  
August 18, 2025 - 6:30 PM  
Board Room  
15125 Farmington Road  
Livonia, Michigan 48154**

**AGENDA**

- I. ROLL CALL: Madeline Acosta, Karen Bradford, Colleen Burton, Crystal Frank, Liz Jarvis, Mark Johnson, Dave MacFarland**
- II. PLEDGE OF ALLEGIANCE**
- III. COMMUNICATIONS**
  - A. Recognition of Donations to PLTW and Garfield Community School**
  - B. District Update from the Superintendent**
  - C. Audience Communications (limited to 15 minutes, with remainder taking place prior to HEARING FROM BOARD MEMBERS)**
- IV. CONSENT AGENDA--Items marked with an "\*" will be considered in one motion. These routine items have been individually reviewed by Board committees and were unanimously recommended for placing on this consent agenda. Any member of the Board may remove items from the consent agenda prior to voting. 3**
- V. DISPOSITION OF MINUTES**
  - A. \*Minutes of the Special Meeting of August 11, 2025 4**
  - B. \*Minutes of the Regular Meeting of July 21, 2025 5**
- VI. BUSINESS MATTERS**
- VII. INSTRUCTION MATTERS**
  - A. Approval of Virtual Learning Plan 2025-2026 11**
- VIII. PERSONNEL MATTERS**
  - A. \*Notice of Discontinuance of Teaching Contracts 12**
  - B. \*Authorization to Recall Teachers 13**
  - C. Teachers for Approval 14**
  - D. Resignation 17**
  - E. Retirements 18**
- IX. HEARING FROM BOARD MEMBERS**
  - A. First Reading Bylaw of the Board BBBC - Board Member Expenses and Development Opportunities 21**
  - B. First Reading Removal of Board Policy DFB - Federal and State Aid 23**
  - C. First Reading Removal of Board Policy DJCA - Pay Day Schedules 25**
  - D. First Reading Board Policy GAEA - Discriminatory Harassment of Employees or Applicants for Employment 27**
  - E. First Reading Board Policy JAA - Equal Educational Opportunities 30**

<b>F. First Reading Board Policy JCED - Discriminatory Harassment of Students</b>	<b>32</b>
<b>G. Approval of Renaming of Committees of the Board of Education</b>	<b>33</b>
<b>H. Hearing from Board Members</b>	
<b>X. ADJOURNMENT</b>	

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
August 18, 2025**

**TOPIC:** Consent Agenda

**RECOMMENDATION:**

Move 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 Special Meeting of August 11, 2025
- V.B. \*Minutes of the Regular Meeting of July 21, 2025
- VIII.A. \*Notice of Discontinuance of Teaching Contracts
- VIII.B. \*Authorization to Recall Teachers

**RATIONALE:**

The agenda for the Board of Education meeting has certain items designated and identified by an asterisk \*. These items, identified in advance with the concurrence of all Board members present, will be acted upon in a single motion.

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

Andrea L. Oquist, Superintendent

**EXHIBITS:**

Attached

Off/Supt/tg

**MINUTES**  
**BOARD OF EDUCATION – LIVONIA PUBLIC SCHOOLS**  
**Special Meeting**  
**August 11, 2025**

**President Bradford** convened the meeting at 5:36 pm

**Members Present:** Acosta, Bradford, Burton, Frank, Johnson

**Members Absent:** Jarvis, MacFarland

Audience                      None  
Communication

Appointment of                      It was moved by Mrs. Burton and supported by Mrs. Acosta  
Assistant Principal -                      that the Board of Education of the Livonia Public Schools  
Emerson Middle                      School District accept the recommendation of the  
School                      Superintendent and appoint Eoghann Stephens as Assistant  
Principal of Emerson Middle School.

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

Appointment of                      It was moved by Mr. Johnson and supported by Mrs. Frank  
Assistant Principal -                      that the Board of Education of the Livonia Public Schools  
Frost Middle School                      School District accept the recommendation of the  
Superintendent and appoint Jennifer Katz as Assistant  
Principal of Frost Middle School.

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

Appointment of                      It was moved by Mrs. Acosta and supported by Mrs. Burton  
Assistant Principal -                      that the Board of Education of the Livonia Public Schools  
Livonia Early                      School District accept the recommendation of the  
Childhood Center                      Superintendent and appoint Jennifer Katz as Assistant  
Principal of the Livonia Early Childhood Center.

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

Adjournment                      President Bradford adjourned the meeting at 5:57 pm.

**BOARD OF EDUCATION of the LIVONIA PUBLIC SCHOOLS SCHOOL DISTRICT**

**MINUTES of the Regular Meeting of July 21, 2025**

**President Bradford** convened the meeting at 5:36 pm

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

**Members Absent:** None

Audience  
Communication                      None

District Update from  
the Superintendent                Superintendent Oquist highlighted summer activities,  
summer camps, renovations, and District points of pride.

Approval of Collective        It was moved by Mrs. Frank and supported by Mr. Johnson  
Bargaining Agreement        that the Board of Education of the Livonia Public Schools  
with Livonia                      School District enter into a three-year contract with the  
Secretarial                        Livonia Secretarial Association, whose agreement has been  
Association (LSA)                ratified by LSA members. Said contract shall continue until  
June 30, 2028.

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

Recommendation for        It was moved by Mr. MacFarland and supported by Mrs.  
Student Services                Acosta that the Board of Education of the Livonia Public  
Coordinator                        Schools School District accept the recommendation of the  
Superintendent and appoint William Parrinello as Student  
Services Coordinator

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

Recommendation for        t was moved by Mrs. Jarvis and supported by Mrs. Frank that  
Emerson Principal                the Board of Education of the Livonia Public Schools School  
District accept the recommendation of the Superintendent  
and appoint Brian Jensen as Principal at Emerson Middle  
School.

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

Nays: None

Recommendation for  
Cooper Assistant  
Principal

It was moved by Mr. Johnson and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Superintendent and appoint Rachel Dzikowski as Assistant Principal at Cooper Upper Elementary.

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

Teachers for Approval

It was moved by Mrs. Burton and supported by Mrs. Frank that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Superintendent and offer employment for the 2025-2026 school year to the following teachers:

Emma Akouri / 1.0 FTE / Johnson  
David Allesandrini / 1.0 FTE / Stevenson  
Marina Armelagos / 1.0 / Riley  
Kaitlyn Boris / 1.0 / Riley  
Emily Bowen / 1.0 FTE / Rosedale  
Hailey Broome / 1.0 FTE / Buchanan  
Nicholas Davis / 1.0 FTE / Webster  
Adrienne Engelsen / 1.0 FTE / Buchanan  
Cal Fournier / 1.0 FTE / Frost (.7), Churchill (.3)  
Katie Fournier / 1.0 / Rosedale  
Madeline Gordon / 1.0/ Student Services  
Haley Gorman / 1.0 / Grant  
Madeline Gullion / 1.0 FTE / Holmes  
Alexa Hight / 1.0 FTE / Randolph  
Tylee Hunter / 1.0 FTE / Student Services  
Jessica Marcoux / 1.0 FTE / Cooper  
Aimee Meeker / 10. FTE / Stevenson  
Olivia Oquist / 1.0 FTE / Rosedale  
Hailey Petrovich / 1.0 FTE / Franklin  
Elizabeth Reider / 1.0 FTE / Kennedy  
Emily Schettenhelm / 1.0 FTE / Buchanan  
Kimberly Simon / 0.5 FTE / Webster  
Rachel Teets / 1.0 FTE / Randolph  
Nichole Thompson / 1.0 FTE / Student Services  
Akash Watsa / 1.0 FTE / Holmes

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

Nays: None

Retirements

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

**Kathleen Hartley**

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Kathleen Hartley has retired from the district on June 5, 2025; and,  
WHEREAS, Kathleen Hartley has devoted 24.9 years of dedicated, loyal, and outstanding service to Livonia Public Schools as a special education paraprofessional at Tyler Elementary, Hull Elementary, Coolidge Elementary, Frost Middle School, Cooper Upper Elementary, Johnson Upper Elementary, Holmes Middle School, Emerson Middle School, Randolph Elementary and Churchill High School; and,  
WHEREAS, She has given conscientious, careful, and loyal service to the students, staff, and community during her tenure with the Livonia Public Schools;  
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby express its deep appreciation to Kathleen Hartley for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

**Cynthia Herbeck**

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Cynthia Herbeck will retire from the district on August 29, 2025; and,  
WHEREAS, Cynthia Herbeck has devoted 26.2 years of dedicated, loyal, and outstanding service to Livonia Public Schools as a clerk at Cooper Elementary and Hayes Elementary and as a secretary at Adams Elementary, in the Food Service Department, Garfield Elementary and in Elementary Programs; and,  
WHEREAS, She has given conscientious, careful, and loyal service to the students, staff, and community during her tenure with the Livonia Public Schools;  
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby express its deep appreciation to Cynthia Herbeck for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

**Walter Klotz**

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Walter Klotz will retire from the district on July 31, 2025; and,  
WHEREAS, Walter Klotz has devoted 28.5 years of dedicated, loyal, and outstanding service to Livonia Public Schools as a materials production technician in the Printing Department; and,  
WHEREAS, He has given conscientious, careful, and loyal service to the students, staff, and community during his tenure with the Livonia Public Schools;  
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby express its deep appreciation to Walter Klotz for his countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

**Myra Pearson**

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Myra Pearson has retired from the district on July 15, 2025; and,  
WHEREAS, Myra Pearson has devoted 29.6 of dedicated, loyal, and outstanding service to the Livonia Public Schools as a custodian at Churchill High School and Holmes Middle School, a driver in the Food Service Department and Transportation Department and as the head shipper/receiver in the Warehouse Department; and,  
WHEREAS, She has given conscientious, careful, and loyal service to the students, staff, and community during her tenure with the Livonia Public Schools;  
NOW, THEREFORE, BE IT RESOLVED That the Board of Education does hereby express its deep appreciation to Myra Pearson for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

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

Adoption of 2025-2026 Bylaws to Establish Meeting Dates and Other Procedures

It was moved Mrs. Frank and supported by Mr. MacFarland that the Board of Education of the Livonia Public Schools School District adopt Bylaws to establish 2025-2026 Board meeting dates, procedures for the calling and posting of Board Meetings, and authorization to sign contracts and legal documents for the Board.

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

Designation of 2025-2026 Bank Depositories

It was moved by Mr. MacFarland and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District designate JP Morgan Chase Bank and Michigan Liquid Asset Fund Plus as depositories for the School District during the 2025-2026 school year.

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

Appointment of Investment Officer

It was moved by Mrs. Jarvis and supported by Mr. Johnson that the Board of Education of the Livonia Public Schools School District appoint the Treasurer, Mrs. Alison Smith, as Investment Officer in conjunction with the District's Investment Policy for the 2025-2026 school year.

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

Appointment of Staff Member to be in Charge of Elections

It was moved by Mr. Johnson and supported by Mrs. Frank that the Board of Education of the Livonia Public Schools School District appoint William Green to oversee school elections for the 2025-2026 school year. This appointment is made by the Board Secretary with formal acknowledgement by the Board.

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

Appointment of Staff Member Responsible for Posting Board Meeting Notices	<p>It was moved by Mrs. Burton and supported by Mrs. Frank that the Board of Education of the Livonia Public Schools School District appoint the Superintendent as administrator in charge of posting meeting notices. This appointment is made by the Board Secretary with formal acknowledgement by the Board.</p> <p>Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson, MacFarland Nays: None</p>
Consent Agenda	<p>It was moved by Mrs. Acosta and supported by Mr. Johnson that the Board of Education of the Livonia Public Schools School District approve the following consent Agenda items:</p> <p>VII. A. *Minutes of the Regular Meeting of June 23, 2025 VII.B. *Minutes of the Public Hearing of June 23, 2025</p> <p>Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson, MacFarland Nays: None</p>
Establishment of Tuition Rate for 2025-2026	<p>It was moved by Mrs. Frank and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District establish the tuition rate for the 2025-2026 school year at \$15,045.00 for non-resident students per Board Policy JBCB Non-Resident Students.</p> <p>Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson, MacFarland Nays: None</p>
Approval to Purchase Copy Paper	<p>It was moved by Mr. MacFarland and supported by Mrs. Burton that the Board of Education of the Livonia Public Schools School District approve the purchase of copy paper from Contract Paper Group, Cuyahoga Falls, OH at an amount not to exceed \$146,520.00.</p> <p>Ayes: Acosta, Bradford, Burton, Frank, Jarvis, Johnson, MacFarland Nays: None</p>
Approval of Fuel Master System Purchase	<p>It was moved by Mrs. Jarvis and supported by Mr. Johnson that the Board of Education of the Livonia Public Schools School District approve the funding of updates and upgrades</p>

to the District's Fuel Master Monitoring System from Oscar W. Larson, Clarkston, MI in a total approved amount of \$41,282.00 which includes 5% contingency.

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

i-Ready Diagnostic Purchase

It was moved by Mr. Johnson and supported by Mrs. Frank that the Board of Education of the Livonia Public Schools School District approve the recommendation to purchase i-Ready Diagnostic licenses for K-8 grade students from Curriculum Associates, N. Billerica MA, for a total cost of \$107,353.60.

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

Hearing from Board Members

Mr. Johnson shared greetings with the community. He and his colleagues expressed excitement for the 2025-2026 school year and look forward to next year's work. Mrs. Frank expressed excitement for the new Cabinet roles and responsibilities. Mrs. Bradford shared that the LPS Board of Education was honored by being selected to present at the Michigan Association of School Boards (MASB) Annual Fall Conference in Traverse city in October.

Adjournment

President Bradford adjourned the meeting at 8:10 pm.

Off.Supt./tg

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
August 18, 2025**

**TOPIC:**                   **Approval of Virtual Learning Plan 2025-26**

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Superintendent to participate in the State of Michigan’s “15 Days of Instructional Time” as provided by under Section 21F of the State School Aid Act.

**RATIONALE:**

Under the “15 Days of Instructional Time” provided under Section 21F, Livonia Public Schools may provide up to 15 days of virtual instruction. Use of these days are limited to emergency closures, student testing days, and professional development purposes. LPS would only use these virtual days in the case of student testing days and/or if the district or any individual school(s) accrues more than six (6) emergency days in the course of the 2025-26 school year.

**BUDGETARY INFORMATION:**

none

**RESOURCE PERSONNEL:**

Phillip Francis, Deputy Superintendent

**EXHIBITS:**

N/A

PMF

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
August 18, 2025**

**TOPIC:** Notification of Discontinuance of a Teaching Contract

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District accept the recommendation of the superintendent that the teacher listed be laid off for the school year 2025-26. It is further resolved that the records show that the reason for this action are a result of declining enrollment, teachers returning from leave, program changes, or other factors impacting staffing status. Be it further resolved that the Board of Education direct the secretary of the Board to send a letter to said individual notifying them that their teaching contract will not be renewed for the 2025-26 school year in the Livonia Public Schools School District.

**RATIONALE:**

Rationale is provided above.

**RESOURCE PERSONNEL:**

Phillip Francis, Deputy Superintendent  
Anthony Abbate, Director of Human Resources

**EXHIBIT:**

Specific staff reduction information and a layoff list will be provided at the Board meeting.

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
August 18, 2025**

**TOPIC:** Recall of a Teacher

**RECOMMENDATION:**

Move that the Board of Education accept the recommendation of the superintendent and recall to the district employment as a teacher for the 2025-26 school year the person listed on the attached document dated August 13, 2025.

**RATIONALE:**

Following Board authorization on June 23, 2025 to begin the recall procedure, the process was initiated. The attached document contains the name of one person who has been recalled and accepted the position.

**BUDGETARY INFORMATION:**

This position is within the 2025-26 budget guidelines.

**RESOURCE PERSONNEL:**

Phillip Francis, Deputy Superintendent  
Anthony Abbate, Director of Human Resources

**EXHIBIT:**

Attached

ljn

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
August 18, 2025**

**TOPIC:** Approval of Teachers

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Superintendent and offer employment for the 2025-26 school year to the teachers listed on the attached document.

**RATIONALE:**

These teachers have been interviewed along with many other applicants for the vacancies which exist in our instructional program. We believe these teachers are the most qualified for the positions and recommend they be approved for employment.

**BUDGETARY INFORMATION:**

The positions listed are within the 2025-26 budget.

**RESOURCE PERSONNEL:**

Phillip Francis, Deputy Superintendent  
Anthony Abbate, Director of Human Resources

**EXHIBIT:**

Attached

ljn

2025-26 School Year New Teachers for Board of Education Approval August 18, 2025

NAME	DEGREE/SCHOOL	FTE	ASSIGNMENT	MOST RECENT EXPERIENCE	TOTAL YEARS OF EXPERIENCE	STEP
<b>Allen, Mercedes</b>	Master of Elementary Education - ASD Disorders Eastern Michigan University Bachelor of Arts Michigan State University	1.0	Autism Spectrum Disorder Teacher Webster Elementary September 2, 2025	Resource Room Teacher Cornerstone Charter Schools, Redford Mentor Coach Focus Hope Center for Children	7	Step 7 - MA 4 years probation
<b>Bicy, Kristi</b>	Master of Arts in Special Education, Michigan State University Bachelor of Arts in Special Education & Learning Disabilities Michigan State University	1.0	Autism Spectrum Disorder Teacher Student Services August 18, 2025	Elementary Student Success Specialist Plymouth-Canton Community Schools Special Education Teacher Okemos Public Schools	7	Step 10 - MA 4 years probation
<b>Olivia Cory</b>	Bachelor of Arts in Education Michigan State University	1.0	Elementary Teacher Cleveland Elementary School August 18, 2025	Elementary Teacher Nash Elementary, Chicago, IL	3	Step 2 - BA 4 years probation
<b>Griffith, Rachel</b>	Master of Arts in Applied Behavior Analysis Ball State University Bachelor of Arts in Psychology & Communications Central Michigan University	1.0	Autism Spectrum Disorder Coach Student Services August 18, 2025	Behavior Specialist Grosse Ile Township School District Behavioral Consultant Centria Healthcare, Farmington Hills	6	Step 7 - MA 4 years probation
<b>McKirdy, Jacqueline</b>	Bachelor of Science - Special Education Eastern Michigan University	1.0	MoCI Teacher Webster Elementary August 18, 2025	MoCI Special Education Teacher Glengary Elementary School, Commerce Summer School Teacher Beechview Elementary School, F.H. Long Term Substitute Teacher Hillside Elementary, F.H.	2	Step 3 - BS 4 years probation

2025-26 School Year New Teachers for Board of Education Approval August 18, 2025

<b>Morelli, Karen</b>	Master of Education in Special Education American College of Education Bachelor of Science in Business Admin. Central Michigan University	1.0	Teacher of the Cognitively Impaired Student Services August 18, 2025	Special Education Teacher - Cognitively Impaired Van Buren Public Schools Special Education Teacher Romulus Community Schools	10	Step 10 - MA 2 years probation
<b>Stempky, Jeremy</b>	Bachelor of Science Grand Valley State University	1.0	Math Teacher Emerson Middle School August 18, 2025	Math Teacher Petosky Middle School, MI Math & Physical Education Teacher Alanson Public Schools, MI Math Teacher Staunton River High School, VA	10	Step 11 - BA 2 years probation

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
August 18, 2025**

**TOPIC:** Resignations

**RECOMMENDATION:**

As authorized in the Board of Education motion of June 23, 2025, the following resignations have been accepted by the superintendent:

<u>Name</u>	<u>Date Effective</u>
Wendy Curtis	July 21, 2025
Nicole Graziano	August 4, 2025
Megan Schork	August 5, 2025
Diana Shahin	August 12, 2025
Ashley Speirs	August 1, 2025
Angela Stone	August 20, 2025

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

Phillip Francis, Deputy Superintendent  
Anthony Abbate, Director of Human Resources

**EXHIBIT:**

None

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
August 18, 2025**

**TOPIC: Resolution of Appreciation for Employees Who are Retiring**

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District adopt the attached resolutions of appreciation for services rendered by:

**Julie Kaniewski  
Andrew McMillan  
Kimberley Plasencia  
Susan Sutherland**

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

Jennifer Keatts, Director of Human Resources  
Anthony Abbate, Director of Human Resources

**EXHIBIT:**

Attached resolutions

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
August 18, 2025**

**RESOLUTIONS**

**Julie Kaniewski**

**WHEREAS**, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Julie Kaniewski has retired from the district on June 6, 2025; and,

**WHEREAS**, Julie Kaniewski has devoted 25 years of dedicated, loyal, and outstanding service to the students of Riley Upper Elementary and Emerson Middle School as a teacher; and,

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

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

**Andrew McMillan**

**WHEREAS**, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Andrew McMillan has retired from the district on June 6, 2025; and,

**WHEREAS**, Andrew McMillan has devoted 26 years of dedicated, loyal, and outstanding service to the students of Bentley Center, Frost Middle School, Churchill High School, Stevenson High School, Rosedale Elementary, Cleveland Elementary, Cooper Upper Elementary, Roosevelt Elementary, Kennedy Elementary, Buchanan Elementary and Emerson Middle School as a teacher; and,

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

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

**Kimberley Plasencia**

**WHEREAS**, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Kimberley Plasencia has retired from the district on August 4, 2025; and,

**WHEREAS**, Kimberley Plasencia has devoted 24 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a cook, general helper and assistant kitchen manager at Johnson Upper Elementary and Churchill High School; and,

**WHEREAS**, She has given conscientious, careful, and loyal service to the students, staff, and community during her tenure with the Livonia Public Schools;

**NOW, THEREFORE, BE IT RESOLVED** That the Board of Education does hereby express its deep appreciation to Kimberley Plasencia for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

**Susan Sutherland**

**WHEREAS**, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Susan Sutherland has retired from the district on July 31, 2025; and,

**WHEREAS**, Susan Sutherland has devoted 27 years of dedicated, loyal, and outstanding service to the students of Frost Middle School, Stevenson High School, Holmes Middle School as a teacher; and, as a title I interventionist in the Academic Services Department;

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

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



# BYLAWS OF THE BOARD

BBBC

## BOARD OPERATIONS BOARD MEMBER EXPENSE AND DEVELOPMENT OPPORTUNITIES

~~July 15, 2024~~  
**September 22, 2025**

The District may pay (through reimbursement or otherwise) the actual and necessary expenses incurred by its Board members in the discharge of their official duties or in the performance of functions authorized by the Board.

Board members are encouraged to attend educational, leadership, and developmental classes, workshops, conferences, and seminars that may assist them in the performance of their duties. Members may be reimbursed for their actual and necessary expenses, which include registration fees, costs of travel, lodging, and meals (not including alcoholic beverages).

The approval of Board expenses and reimbursements shall be conducted according to the following stipulations:

- Direct District expenditures must be approved by the Board at a voting Board meeting prior to the expenses being incurred.
- Individual Board member reimbursements must be approved at a voting Board meeting prior to payment of the reimbursement to the Board member.
- In order to facilitate the aforementioned approvals, the Board will bring forth an annual request for approval at the start of each school year with the intent of preapproving anticipated professional development expenditures.
- Any Board expenditures associated with out-of-state events, travel, etc., or any Board expense that totals ~~\$750~~ **1,000** or above must be brought to a voting Board meeting, separate from the annual preapproval request, for approval prior to the expense being incurred.

Members shall be subject to the same per diem and mileage rates as employees of the District. The District's standard expense reporting procedure will be followed.

LEGAL REF: MCL 380.1254

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
August 18, 2025**

**TOPIC:**                   **First Reading for Removal of Board Policies**

**RECOMMENDATION:**

The Policy Committee has reviewed the proposed removal of Board Policies:

**Fiscal Management:**

**DFB – Federal and State Aid  
DJCA – Pay Day Schedules**

**RATIONALE:**

This is the first reading for the removal of these policies and are provided for Board review and possible removal by the Board at a future meeting.

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

Alison Smith, Chief Financial Officer

**EXHIBITS:**

Attached  
Off/Supt/tg

# BOARD POLICY

DFB

**FISCAL MANAGEMENT  
FEDERAL AND STATE AID**

**APRIL 14, 2014**

The Board of Education may accept federal funds and state categorical funds and administer them as directed by law.



LEGAL REF.: MCL 380.1297; 3.541; 3.542

# BOARD POLICY

DJCA

## FISCAL MANAGEMENT PAYDAY SCHEDULES

October 23, 2023

For payday schedules, see the individual master agreements on the district's website:

- AFSCME (American Federation of State, County & Municipal Employees)
- LEA (Livonia Education Association)
- LEADS (Livonia Educational Administrators)
- LPA (Livonia Paraprofessionals' Association)
- LSA (Livonia Secretarial Association)
- SEALS (Supervisory Employees' Association)



# ADMINISTRATIVE PROCEDURES DJCA

## FISCAL MANAGEMENT SALARY DEDUCTIONS

March 1, 1990

### Requests for Payroll Deductions for Dues by Employee Groups

Any group of employees, upon written request to the business office and subject to review by the business administrator and/or the superintendent of the reasonableness of the need by said group, may be granted payroll deductions, within 30 days of such request, provided the accounting department can process said deductions without revision of the payroll processing procedures.



CROSS REF.: Master Agreements: LEAdS; LEA; SEALS; AFSCME; LSA; LAA

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
August 18, 2025**

**TOPIC:** First Reading of Board Policy

**RECOMMENDATION:**

The Policy Committee has reviewed changes for the following policy:

**Personnel:**

- **Board Policy GAEA – Discriminatory Harassment of Employees or Applicants for Employment**

**RATIONALE:**

This is the first reading for this policy and is provided for Board review and adoption at a future meeting.

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

Phillip Francis, Deputy Superintendent  
Anthony Abbate, Director of Human Resources

**EXHIBITS:**

Attached

Off/Supt/tg

# BOARD POLICY

GAEA

## PERSONNEL DISCRIMINATORY HARASSMENT OF EMPLOYEES OR APPLICANTS FOR EMPLOYMENT

~~AUGUST 17, 2020~~  
**SEPTEMBER 22, 2025**

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 (including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity), race, color, national origin, age, religion, height, weight, marital status, or 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~~ **should promptly** 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~~ **should promptly** 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~~ **should promptly** 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~~ **should promptly** 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~~ **should promptly** 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~~ **should promptly** 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~~ shall resolve the complaint 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 ~~complainant~~ ~~complainant~~ **complainant**.

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.

**The School District will not tolerate any form of reprisal toward a complainant, and any such allegation should be immediately reported to the Director of Human Resources for investigation and appropriate action, if necessary.**

**LEGAL REF.:** Civil Rights Act and Faragher v. City of Boca Raton, 524 US 775, 118 SCt 2275 141 LEd2d 662 (1998), Title IX of the Educational Amendments of 1972, 20 U.S.C. §§ 1681, et seq.



# BOARD POLICY

JAA

**STUDENTS  
EQUAL EDUCATIONAL OPPORTUNITIES**

~~FEBRUARY 12, 2018~~  
**SEPTEMBER 22, 2025**

Livonia Public Schools ~~The school district~~ prohibits unlawful discrimination on the basis of race, color, religion, sex ~~(including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity)~~, national origin, age, height, weight, marital status, handicap, or disability 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 ~~(including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity)~~, national origin, age, height, weight, marital status, or handicap/disability.

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~~ **should promptly file an oral** or written complaint with the ~~School District's~~ **Civil Rights Coordinators** within ~~ten (10) calendar days of the alleged violation.~~ The ~~assigned~~ **Coordinator** will meet with the person who filed the complaint **complainant** and conduct a reasonable investigation into the facts and circumstances surrounding the complaint, ~~including a due process meeting with the respondent to the complaint wherein the allegations are explained, relevant evidence is reviewed, and the accused is afforded the opportunity to respond.~~ If the ~~Coordinator~~ **determines** that a violation has not occurred, the ~~Coordinator~~ shall, in writing, so advise the person who filed the complaint **complainant, respondent,** and the ~~School District's~~ **Superintendent**. If the ~~Coordinator~~ **determines** that a violation has occurred, the ~~Coordinator~~ shall put **make** a determination in writing, propose a fair resolution of the complaint, and deliver the determination to the person who filed the complaint **complainant, respondent,** and the **Superintendent**.

The person who filed the complaint **complainant** or the ~~School District~~ **respondent** may appeal the ~~Coordinator's~~ determination to the **Superintendent** by so notifying the **Superintendent** within ~~ten (10) 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.

LEGAL REF.: Civil Rights Act and Americans with Disabilities Act

# BOARD POLICY

JCED

## PERSONNEL DISCRIMINATORY HARASSMENT OF STUDENTS

~~DECEMBER 3, 2004~~  
**SEPTEMBER 22, 2025**

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 sex (including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity), race, color, national origin, age, religion, height, weight, marital status or disability 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. 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.~~

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~~ **complainant**.

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.

**The School District will not tolerate any form of reprisal toward a complainant, and any such allegation should be immediately reported to the Director of Human Resources for investigation and appropriate action, if necessary.**

CROSS REF.: GAAA, GAEA, GAEAA

LEGAL REF.: Gebser v. Lago Vista Independent School District, 524 US 274 (1998);  
Davis v. Monroe County Board of Education, 526 US 629 (1999)

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING**  
August 18, 2025

**TOPIC:** Renaming Committees of the Board of Education

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Superintendent and rename four of the Committees of the Board of Education to the following:

Operations Committee (formerly Building and Site)  
Division of Instruction Committee (formerly Curriculum Committee)  
Human Resources Committee (formerly Personnel Committee)  
Board Policy Committee (formerly Policy Committee)

**RATIONALE:**

The proposed renaming of these Committees is intended to more accurately reflect the scope, responsibilities, and functions of each committee, ensuring greater clarity and alignment with their respective areas of oversight.

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

Andrea L. Oquist, Superintendent

**EXHIBITS:**

None

Off/Supt/tg