

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION**

**Regular Meeting  
September 22, 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. **District Update from the Superintendent**
  - B. **Point of Pride: Bond Summer 2025 Highlights** 3
  - 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.** 4
- V. **DISPOSITION OF MINUTES**
  - A. **\*Minutes of Special Meeting of September 15, 2025** 5
  - B. **\*Minutes of the Regular Meeting of August 18, 2025** 8
- VI. **BUSINESS MATTERS**
  - A. **Approval of Purchase of Laptops** 16
- VII. **INSTRUCTION MATTERS**
- VIII. **PERSONNEL MATTERS**
  - A. **Teachers for Approval** 21
  - B. **Teachers for Tenure** 23
  - C. **Resignations** 26
  - D. **Retirements** 27
- IX. **HEARING FROM BOARD MEMBERS**
  - A. **Appointment of 2025 MASB Voting Delegates** 31
  - B. **Second Reading Bylaw of the Board BBBC - Board Member Expense and Development Opportunities** 32
  - C. **Second Reading Removal of Board Policy DFB - Federal and State Aid** 34
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  - F. **Second Reading Board Policy JAA - Equal Educational Opportunities** 42

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<b>K. First Reading Board Policy IDBB - Drug Education</b>	<b>53</b>
<b>L. Hearing from Board Members</b>	
<b>X. ADJOURNMENT</b>	



15125 FARMINGTON RD. LIVONIA, MI 48154

**MEMO FROM:  
COMMUNICATIONS**

734-744-2522 | COMMUNICATIONS@LIVONIAPUBLICSCHOOLS.ORG

Date: September 16, 2025  
To: Board of Education and Superintendent Oquist  
From: Stacy Jenkins  
Re: Points of Pride item for September 22, 2025 Regular Meeting  
Agenda

Greetings,

This memo is to inform you that I will be bringing a 2021 Bond Projects update as the “Points of Pride” item for the Monday, September 22, 2025 Regular Board of Education meeting, under Communications.

I plan to highlight bond renovation projects that took place over the summer at Grant Elementary, Buchanan Elementary and Johnson Upper Elementary, as well as ongoing LMC renovations at Churchill High School.

Presenting with me will be Paul Theriault, of Plante Moran RealPoint, who will offer an overview of the Summer 2025 projects as well as the work that is planned for Summer 2026 (Garfield Community School, Niji-Iro Elementary and Webster Elementary).

Thank you.

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
September 17, 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 Special Meeting of September 15, 2025
- V.B. \*Minutes of Regular Meeting of August 18, 2025

**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**  
**15125 Farmington Rd., Livonia MI 48154**  
**Special Meeting**  
**September 15, 2025**

**President Bradford** convened the meeting at 6:02 pm

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

**Members Absent:** Acosta

Audience  
Communication

None

Appointment of  
Roosevelt 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 Kimberly Samouelian as Principal of Roosevelt Elementary School.

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

Appointment of  
Assistant Principal –  
Johnson Upper  
Elementary School

It was moved by Mrs. Burton and supported by Mr. MacFarland that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Superintendent and appoint Joseph Bublitz as Assistant Principal of Johnson Upper Elementary School.

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

Purchase of Library  
Books

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 purchase of library books from Follett Content Solutions, LLC headquartered in McHenry, Illinois, in an amount not to exceed \$100,000.

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

Passage of Budget  
Resolution

It was moved by Mr. MacFarland and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District adopt the following state Budget Resolution, expressing significant concern regarding the State Legislature's failure to pass the state budget as required by the July 1 deadline. The absence of a finalized budget poses risks to financial stability of all public-school districts and threatens our ability to plan and deliver essential educational services to students.

*Livonia Public Schools*

**SCHOOL BOARD RESOLUTION**

**FISCAL YEAR 2025-2026 SCHOOL AID BUDGET DELAYS**

WHEREAS, Michigan's constitution requires the Michigan legislature and Governor to pass an annual School Aid Budget for the exclusive purpose of funding public education; and

WHEREAS, Governor Gretchen Whitmer signed Public Act 160 into law in 2019 which states that the legislature must pass and present general appropriation bills for the upcoming fiscal year to the governor on or before July 1; and

WHEREAS, local school districts in Michigan are required by law to pass their own budgets for the upcoming school year by July 1; and

WHEREAS, the Michigan legislature has failed to meet their July 1 legal deadline to pass a School Aid Budget appropriation bill or make any meaningful progress toward doing so; and

WHEREAS, the Livonia Public Schools' School Board was forced to adopt a budget for the 2025-2026 school year without key funding information due to the ongoing lack of a state budget, but upheld their fiduciary responsibility to do so; and

WHEREAS, the Fiscal Year 2025-2026 School Aid Budget continues to be delayed by political battles that are unrelated to school funding or without regard for the needs of our students; and

WHEREAS, the ongoing delay in funding certainty has already impacted our ability to best plan for the support our students need and deserve in the upcoming school year; and

WHEREAS, every day the budget continues to be delayed by lawmakers will only worsen the negative impacts on our schools, staff, and students this Fall and beyond; and

WHEREAS, comments by lawmakers that suggest the School Aid Budget can, or should, wait for other budget agreements to fall into place ignore the critical needs of our students.

THEREFORE BE IT RESOLVED, the Livonia Public Schools' School Board is strongly urging state lawmakers to fulfill their fiduciary responsibility and immediately pass a spending bill that fully allocates the entirety of funding meant for our schools in a manner that supports the needs of each and every student in Michigan.

BE IT RESOLVED FURTHER, the Livonia Public Schools' School Board is affirming that School Aid Funding should not be tied to any other budget deals, including ongoing talks about road funding. Funding for roads must not come at the expense of the education of our students in the State of Michigan.

ADOPTED by the Board of Education of the Livonia Public Schools School District, Wayne County, Michigan, at their Special Meeting thereof, held this 15<sup>th</sup> day of September 2025.

Karen Bradford, President

Crystal Frank, Vice President  
Madeline Acosta, Secretary  
Colleen Burton, Trustee  
Mark Johnson, Trustee  
Liz Jarvis, Trustee  
Dave MacFarland, Trustee

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

Adjournment

President Bradford adjourned the meeting at 6:39 pm.

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

**MINUTES of the Regular Meeting of August 18, 2025**

**President Bradford** convened the meeting at 6:31 pm

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

**Members Absent:** None

Recognition of  
Donations to PLTW  
and Garfield  
Community School

Mrs. Jenkins led LPS' heartfelt appreciation & recognition of Breaking Barriers for Kids and Families for securing a grant from 3M to provide a \$5,000 donation to LPS for a Robotics refresh. Breaking Barriers generously matched 3M's grant doubling the donation to \$10,000. In addition, Breaking Barriers secured grant funding from Masco to stock the Garfield Community School Pantry with perishable food items. The Board and Cabinet teams shared an abundance of appreciation for 3M, Masco and Breaking Barriers' partnerships and support of the LPS community.

Audience  
Communication

Mr. McConnel proudly spoke of the ongoing commitment of the Livonia Historical Society to sponsor 2<sup>nd</sup> grade field trips to Greenmeade's one room schoolhouse. Mr. McConnel spoke of the Livonia Historical Society's five-year plan to assure these field trips continue. Mr. King proposed the idea of the walking school bus to aid families in safely walking to school.

District Update from  
the Superintendent

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

Consent Agenda

It was moved by Mrs. Frank and supported by Mrs. Burton that the Board of Education of the Livonia Public Schools School District approve the following consent Agenda items:

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

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

Nays: None

Approval of Virtual Learning Plan 2025-2026

It was moved by Mrs. Burton and supported by Mrs. Jarvis 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 under Section 21F of the School State Aid Act.

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

Teachers for Approval

It was moved by Mr. MacFarland 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:

Mercedes Allen / 1.0 FTE / Webster  
Kristi Bicy / 1.0 FTE / Student Services  
Olivia Cory / 1.0 FTE / Cleveland  
Rachel Griffith / 1.0 FTE / Student Services  
Jacqueline McKirdy / 1.0 FTE / Webster  
Karen Morelli / 1.0 FTE / Student Services  
Jeremy Stempky / 1.0 FTE / Emerson

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

Resignations

As authorized in the Board of Education motion of June 23, 2025, the following resignations have been accepted by the Superintendent. This list is provided for informational purposes only and do not require a vote.

<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

Retirements

It was moved by Mr. Johnson 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:

**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.

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

First Reading Bylaw  
of the Board BBBC –  
Board Member  
Expenses and  
Development  
Opportunities

**BYLAWS OF THE BOARD  
BOARD OPERATIONS  
BOARD MEMBER EXPENSE  
AND DEVELOPMENT OPPORTUNITIES**

**BBBC**

**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

First Reading  
Removal of Board  
Policy DFB – Federal  
and State Aid

**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

First Reading  
Removal of Board  
Policy DJCA – Pay  
Day Schedules

**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)



First Reading Board  
Policy GAEA –  
Discriminatory  
Harassment of  
Employees or  
Applicants for  
Employment

**BOARD POLICY**

**GAEA**

**PERSONNEL**

**AUGUST 17, 2020**

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

**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 ~~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.

**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.

First Reading Board  
Policy JAA – Equal  
Educational  
Opportunities

**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.

First Reading board  
Policy JCED –  
Discriminatory  
Harassment of  
Students

**BOARD POLICY  
PERSONNEL**

**JCED  
DECEMBER 3, 2001**

**DISCRIMINATORY HARASSMENT OF STUDENTS**

**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)

Approval of Renaming  
of Committees of the  
Board of Education

It was moved by Mrs. Acosta and supported by Mr. Johnson that the Board of Education of the Livonia Public Schools School District accept the recommendation of the

Superintendent and 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)

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

Hearing from Board Members

All members of the Board shared excitement for the upcoming start of the new school year and wishes the entire LPS community, and families, a great rest of the summer and warm wishes for a successful year ahead.

Adjournment

President Bradford adjourned the meeting at 7:50 pm.

Off./Supt./tg

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
September 22, 2025**

**TOPIC: Approval of Purchase of Laptops**

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District approve the purchase of 90 Dell Laptops, including Pro Docks and storage upgrades, from People Driven Technology, Byron Center, Michigan for a total cost of \$71,411.90.

**RATIONALE:**

This purchase is part of the ongoing Technology Replacement Cycle under the 2021 Bond program. The new laptops will replace outdated devices currently used by administrative staff and academic services coordinators, helping to maintain efficiency and reliability for these essential district personnel.

**BUDGETARY INFORMATION:**

2021 Bond Fund

**RESOURCE PERSONNEL:**

William Green, Assistant Superintendent of Operations & District Service

**EXHIBITS:**

Attached

WG/AS



## Dell Pro 16 Plus, Pro 13 Plus

### Prepared by:

#### East Michigan

Jeff Seelenbinder  
616-264-6725  
seelenbinderj@peopledriven.com  
Dawn Batson  
batsond@peopledriven.com

### Prepared for:

#### Livonia Public Schools

Tim Klan  
tklan@livoniapublicschools.org

### Quote Information:

#### Quote #: 021789

Version: 1  
Delivery Date: 09/02/2025  
Expiration Date: 10/02/2025

### Hardware

Line	Qty	Part Number	Description	Price	Extended Price
1	50	PDT25C-Pro16Plus	Dell Pro 16 Plus: Intel Core Ultra 5 235U, 16GB DDR5, 256GB TLC SSD, 16" Non-Touch FHD+ with FHD Camera, Intel WiFi 7, Backlit KB, 55Whr Battery, Windows 11 Pro, Dell 1-Year Mail-In Warranty	\$715.83	\$35,791.50
2	40	PDT25C-221150-Plus	Dell Pro 13 Plus 2-in-1: Intel Core Ultra 5 235U , 8GB DDR 5, 256GB TLC SSD, 2in1 13.3" FHD+ Touch 300nit, Pen Support, FHD Cam, WiFi 6E, 55Whr Battery, Windows 11 Pro, Dell 1-Year Mail-In Warranty	\$610.65	\$24,426.00
3	40	PDT25C-221150-816	Upgrade from 8GB to 16GB (Dell Pro 13 Plus)	\$123.52	\$4,940.80
4	40	PDT25T-WD25	Dell Pro Dock - WD25	\$156.34	\$6,253.60
REMC SAVE 2025-26 Computers Contract (4/1/25-3/31/26) REMC SAVE 2025 Technology & Furniture Contract (1/1/25-12/31/25)					

**Subtotal: \$71,411.90**



## Dell Pro 16 Plus, Pro 13 Plus

### Ship To:

**Livonia Public Schools**

15125 Farmington Rd  
tklan@livoniapublicschools.org  
Livonia, MI 48154  
Tim Klan

tklan@livoniapublicschools.org

### Bill To:

**Livonia Public Schools**

15125 Farmington Rd  
Attn: Accounts Payable  
ap@livoniapublicschools.org  
Livonia, MI 48154  
Tim Klan

tklan@livoniapublicschools.org

### Quote Information:

**Quote #: 021789**

Version: 1  
Delivery Date: 09/02/2025  
Expiration Date: 10/02/2025

## Quote Summary

Description	Amount
Hardware	\$71,411.90
<b>Total:</b>	<b>\$71,411.90</b>

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

## People Driven Technology

## Livonia Public Schools

Signature: \_\_\_\_\_

Name: Jeff Seelenbinder

Title: Account Executive

Date: 09/02/2025

Signature: \_\_\_\_\_

Name: Tim Klan

Date: \_\_\_\_\_



## **P** ACCEPTANCE OF THE PRICE QUOTE IS MADE ONLY UPON THESE TERMS AND CONDITIONS

1. **AGREEMENT:** PEOPLE DRIVEN TECHNOLOGY, INC. ("PEOPLE DRIVEN") DOES NOT ACCEPT AND EXPRESSLY OBJECTS TO ANY TERMS AND CONDITIONS OR OTHER WRITING ON ANY PURCHASE ORDER, STATEMENT OF WORK, OR ACKNOWLEDGEMENT WHICH IS DIFFERENT FROM OR ADDITIONAL TO THOSE TERMS AND CONDITIONS CONTAINED HEREIN, EXPRESSLY INCLUDING, WITHOUT LIMITATION, ANY EFFORT TO NEGATE THE TERMS AND CONDITIONS SET FORTH HEREIN. NO MODIFICATION OR WAIVER OF THESE TERMS WILL BE EFFECTIVE AGAINST PEOPLE DRIVEN UNLESS SPECIFIED IN WRITING AND SIGNED BY PEOPLE DRIVEN. THE RECEIPT OF THE QUOTE OR PAYMENT FOR THE PRODUCTS AND/OR SERVICES PROVIDED THEREUNDER SHALL CONSTITUTE CUSTOMER'S ACCEPTANCE OF THE TERMS HEREOF.
2. **PRICING:** Prices for any Products and/or Services are valid for 30 days therefrom unless otherwise stated. Customer is responsible for (i) all applicable federal, state or local sales, use or other taxes (except taxes on People Driven Technology, Inc.'s net income), (ii) shipping or packing charges, (iii) insurance, and (iv) any other expenses associated with the sale and transportation, or storage of the Products or tariffs and any similar charges imposed upon or in connection with the Products and/or Services. The parties agree that all charges included in the price of the Products and/or Services set forth in the Price Quote are based upon detailed specifications supplied by Customer and any deviation requested by the Customer from such specifications may result in additional charges. All prices quoted shall be exclusive of sales tax or other applicable taxes, tariffs, duties or charges which are payable by Customer. Any tax, tariff, duty or charge which People Driven may be required to pay or collect, now or hereafter imposed by any governmental authority or agency, foreign or domestic, with respect to the sale, purchase, production, processing, storage, delivery, transportation, use, or consumption of any of the Products and/or Services covered hereby, including all taxes upon or measured by receipts from sales or services, shall be for the account of Customer, and any such charges may be added by People Driven as a separate item to People Driven's invoices.
3. **PAYMENT:** Unless otherwise specified in the Price Quote, payment for Products and/or Services is due net 30 days from the date of invoice. All invoice totals will reflect a 3% discount for payment by readily available cash that would not be applied for credit card payments. Credit card payments are not accepted for payments over \$5,000.
4. **DELIVERY:** Unless otherwise agreed in writing, the Products shall be shipped and delivered F.O.B. Customer's ship to location set forth in the Price Quote. Unless Customer instructs People Driven to use a particular carrier on customer's order letter, the Products shall be shipped via a common carrier chosen by People Driven.
5. **SHORTAGE: CLAIMS AND INSPECTION:** Customer shall have the right to inspect the Products and/or Services within 48 hours of receipt. Any shortages or other claims in connection with an order must be made in writing and delivered to People Driven within such 48-hour period or shall be waived.
6. **RETURNS:** Customer acknowledges that People Driven shall have no obligation to accept returns of any Products ordered by and sold to Customer. People Driven at its sole discretion, may authorize the return of unused Products. Such returns cannot be made without a return authorization in writing issued by People Driven.
7. **TITLE AND RISK OF LOSS:** Unless otherwise specified in the Price Quote, title and risk of loss shall pass to Customer at the time the Products are tendered by each carrier at Customer's facilities, and any loss or damage thereafter shall not relieve Customer from any obligation hereunder. People Driven reserves, and Customer hereby grants to People Driven, a purchase money security interest in the Products, and all proceeds from the sale thereof, until full payment is received for all amounts due and payable by Customer.
8. **WARRANTIES AND REMEDIES:**

**Product Warranty:** People Driven does not warrant any Product. All Products are provided to Customer by People Driven "AS IS." People Driven will, to the extent allowable, pass through any warranties and indemnifications provided by the manufacturer of the Product. Customer, recognizing that People Driven is not the manufacturer of any Product, expressly waives any claim that Customer may have against People Driven based upon any product liability or infringement or alleged infringement of any patent, copyright, trade secret or other intellectual property right (each a "Claim") with respect to any Product and also waives any right to indemnification from People Driven against any such Claim made against Customer by another. Customer acknowledges that no employee of People Driven or any other party is authorized to make any representation or warranty on behalf of People Driven that is not expressly set forth in this Agreement.

**Service Warranty:** People Driven represents, warrants and covenants that (i) People Driven shall perform all Services, if any, in accordance with the material specifications set forth in the quote and (ii) the functions and features of the Services and related deliverables shall operate in the manner described in the applicable quote for ninety (90) days from the completion thereof. Notwithstanding anything contained herein to the contrary, to the extent a manufacturer requires Products to be installed by People Driven or such manufacturer in order for a warranty to be valid, neither People Driven nor the product manufacturer shall provide a warranty for any Products which are not installed, as applicable, by People Driven or the product manufacturer. EXCEPT AS SET FORTH HEREIN, PEOPLE DRIVEN MAKES NO OTHER WARRANTIES, WRITTEN OR ORAL. ALL OTHER WARRANTIES, EXPRESS OR IMPLIED, ARE HEREBY SPECIFICALLY DISCLAIMED, INCLUDING, BUT NOT LIMITED TO, THE IMPLIED WARRANTY OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR NON-INFRINGEMENT, AND ANY WARRANTY ARISING BY STATUTE, OPERATION OF LAW, COURSE OF DEALING OR PERFORMANCE, OR USAGE OF TRADE.
9. **EXPORT RESTRICTIONS:** Products may be subject to export or resale restriction or regulation, and Customer acknowledges that it will comply with such restrictions and regulations. Any statement as to product country of origin, Export Control Classification Number, or compliance with applicable law (including, without limitation, that products are lead-free or RoHS compliant) is as provided to People Driven by its suppliers, and People Driven does not warrant its accuracy and will not be liable for any error with regard to same.



## **P** ACCEPTANCE OF THE PRICE QUOTE IS MADE ONLY UPON THESE TERMS AND CONDITIONS

10. **ORDER CANCELLATION:** Product cancellation and/or return is subject to manufacturer restrictions. People Driven will abide by its suppliers' current restrictions for all cancellation and return requests up to and including a No Cancellation or Return policy.
11. **SPECIAL NOTICE:** Please note that VMware pricing, part numbers, and quote expiration dates may be subject to change at any time as a result of the Broadcom acquisition.
12. **Bill and Hold Arrangement.** From time to time, People Driven, at the request of Customer (email communication being sufficient), maybe asked to hold certain Products, with the acceptance that Customer shall be immediately billed for the Products ("Bill and Hold Products"). The following provisions shall apply to the Bill and Hold Products:
  - i. **Delivery.** The shipment of the Bill and Hold Products to Customer shall take place Ex Works (Incoterms 2020®) People Driven's facility. The Bill and Hold Products shall be deemed delivered upon notice that the Bill and Hold Products are made available to Customer and ready to be placed in use ("Delivery"). Upon notice and Delivery, Customer shall be deemed to have accepted such Delivery. Bill and Hold Products shall be held at People Driven's facility (the "Facility") for no more than 180 days following Delivery (the "Bill and Hold Period"). In the event that for any reason any applicable Bill and Hold Products should remain at the Facility at the conclusion of the Bill and Hold Period, Customer acknowledges and agrees that People Driven shall be entitled to invoice Customer for reasonable storage charges for the applicable Bill and Hold Products until they are no longer held at the Facility, and Customer agrees to pay all such invoices promptly.
  - ii. **Shortage, Claims, and Inspection.** The Bill and Hold Products shall be considered received upon their arrival at Customer's "ship to" location ("Receipt"). Customer shall have the right to inspect the Bill and Hold Products within 48 hours of receipt. Any claims for shortages or other claims in connection with the Bill and Hold Products must be made in writing and delivered to People Driven within such 48-hour period, or such claims shall be deemed waived.
  - iii. **Title and Risk of Loss.** Title and risk of loss of the Bill and Hold Products, as well as any additional liabilities due to events occurring after the time of Delivery, shall pass to the Customer upon Delivery, and any loss or damage thereafter shall be Customer's sole obligation.
  - iv. Customer agrees that: (i) Customer has made a fixed commitment to purchase such Bill and Hold Products; (ii) the Bill and Hold Products shall be purchased on the Delivery basis for legitimate business purposes; (iii) Customer shall identify a fixed delivery date for the Bill and Hold Products; and (iv) Customer agrees to be invoiced and to pay such invoice in accordance with the payment terms set forth in this Agreement.

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
September 22, 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

NAME	DEGREE/SCHOOL	FTE	ASSIGNMENT	MOST RECENT EXPERIENCE	TOTAL YEARS OF EXPERIENCE	STEP
<b>Claymore, Jaime</b>	Doctorate of Philosophy University of Florida Masters of Science University of Florida Bachelor of Arts University of Florida	1	Secondary Multi-Tiered Support System (MTSS) Teacher Academic Services August 20, 2025	Literacy & Instructional Coach Washington County Schools, Sandersville, GA Instructional Leader/Advisement Coordinator Lawrenceville, GA	20	Step 11 - Doctorate 2 years probation
<b>Fisher, Kaitlyn</b>	Master of Education Wayne State University Bachelor of Education Grand Valley State University	1	Grade 5 Teacher Riley Upper Elementary September 8, 2025	Grade 3 Teacher Melvindale Northern Allen Park Public Schools	6	Step 7 - MA 2 years probation
<b>Jraiche, Colleen</b>	Bachelors of Science University of Michigan, Ann Arbor	0.26	Computer Teacher Shared Time Program August 18, 2025	Math and Science Teacher St. Michaels School, Livonia	7	hourly / 4 years probation
<b>Mironova, Yuliya</b>	Bachelors of Art Grand Valley State University	1	Grade 6 Teacher Riley Upper Elementary August 18, 12025	Grade 5 ELA Teacher Fortis Academy, Ypsilanti Elementary Teacher Abundant Life Christian School, Honduras	7	Step 7 - BA 4 years probation
<b>Mulvin, Emily</b>	Masters of Science Madonna University Bachelor of Science Madonna University	1	Family & Consumer Science Teacher Frost Middle School August 18, 2025	Family & Consumer Science Teacher Plymouth Canton Community Schools Family & Consumer Science Teacher East Detroit Public Schools	17	Step 14 - MA 2 years probation  22
<b>Nantambu, Sarah</b>	Masters In Learning Disabilities Madonna University Bachelor of Science in Elementary Education Madonna University	1	Multi-Age Resource Program Teacher Grant Elementary	Assistant Principal of Special Education and Intervention National Heritage Academy	11	Step 11 - MA 4 years probation
<b>Parsons, Abigail</b>	Bachelor of Science - Early Education Ferris State University	1	Kindergarten Teacher Rosedale Elementary August 18, 2025	Substitute Teacher EduStaff	1	Step 0 - BA 4 years probation
<b>Vanairsdale, Kerry</b>	Masters in Literacy Education Madonna University Bachelors of Art Madonna University	1	Kindergarten Teacher Roosevelt Elementary August 21, 2025	Literacy Interventionist/Elementary Teacher Redford Union Public Schools	20	Step 13 - MA 2 years probation
<b>Vincent, Natalie</b>	Bachelors of Art University of Michigan - Dearborn	1	Kindergarten Teacher Kennedy Elementary August 18, 2025	Student Teacher Livonia Public Schools	1	Step 0 - BA 4 years probation
<b>Weber, RheaAnn</b>	Master of Social Work University of Michigan Bachelor of Social Work Grand Valley State University	1	School Social Worker Student Services August 18, 2025	School Social Work Internship Dearborn Public Schools School Social Work Intership Grandville Public Schools Substitute Teacher EduStaff	1	Step 0 - MSW 4 years probation

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
September 22, 2025**

**TOPIC:                    Granting of Tenure Status to Specified Teachers**

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Superintendent and acknowledge that tenure status has been granted to the following teachers on the attached list, effective on the respective dates.

**RATIONALE :**

These teachers have successfully completed the District's requirements for probationary teachers including years of service, evaluations, and overall performance, as well as student growth. We have carefully reviewed all the supporting documents and based upon our review, as well as the recommendations of building principals, these individuals have achieved tenure status with the Livonia Public Schools.

**RESOURCE PERSONNEL:**

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

**EXHIBIT:**

Attached

TENURE LIST

Board Meeting

September 22, 2025

Name	Effective Date
BAKKEN, LINDSAY A	8/30/2025
BERMAN, AMANDA B	9/18/2025
BIGA, KEVIN J	8/30/2025
BILBEISI, RULA	9/11/2025
BISHOP, KELLI M	8/23/2025
BOARDMAN, SHANNON R	8/23/2025
BONE, CASEY A	9/22/2025
BURGER, REBECCA L	8/23/2025
CHAMBERS, KRISTINA M	9/27/2025
CHILDRESS, LINSEY R	8/23/2025
CLEVELAND, ELEANOR E	9/22/2025
CONLEY, TRACY J	9/22/2025
CULP, JACLYNN A	9/22/2025
CURRIE, SARA J	9/22/2025
DISHMON, MOLLY S	9/20/2025
DIXON, ZADA F	9/22/2025
D'ONOFRIO, KATHRYN R	9/22/2025
D'ORAZIO, MARISSA R	8/30/2025
ELWOOD, REBECCA A	9/22/2025
FLANNIGAN, MELISSA M	9/22/2025
FOY, LINDSAY M	9/22/2025
GALLAGHER, KRISTIN K	9/22/2025
GIACOMA, KEITH D	8/30/2025
GORDON, COURTNEY A	8/30/2025
GRAMMATICO, MEAGAN M	8/23/2025
GRIFFITH, KIMBERLY R	9/22/2025
HOCH, AMY M	9/22/2025
HOWARD, JILL S	8/23/2025
HUFF, REBECCA N	8/30/2025
JABLONSKI, JILLIAN C	9/22/2025
JORGENSEN, ASHLEY M	8/30/2025
KERNAN, KRISTINE E	9/22/2025
KOCZARA, MICHELLE M	8/30/2025
KOZLOWSKI, DANIEL C	9/21/2025
KREIMES, ANNA M	9/22/2025
LARGES, KELLY K	8/30/2025
MACKINNON, JULIE A	8/30/2025
MANNI, COLLEEN M	8/23/2025

MARSHALL, BRENN A M	9/22/2025
MCALLISTER, COLLEEN A	9/22/2025
MCCONNELL, JULIE L	8/23/2025
MCDUGALL, JORDAN M	8/30/2025
MELANCON, LAURA L	9/22/2025
MEZIGIAN, ALEXANDRA	9/22/2025
MIFSUD, LINDSEY A	9/22/2025
MIMNAUGH, TREVOR D	8/30/2025
NICHOLL, NICOLE L	9/15/2025
OKANO, ASAKO	9/11/2025
OTTENBREIT, SIENNA	9/13/2025
PAULUS, ALLISON A	8/30/2025
PIETRZAK, EMILY E	8/30/2025
RACHUY, DANIELLE M	8/23/2025
REITER, MICHELLE L	8/30/2025
RITCHIE, KRISTY M	9/22/2025
ROBERTSON, KAELEIGH C	8/30/2025
ROSBURY, BRETT J	9/22/2025
SALVIA, KATHRYN A	9/22/2025
SCHACHT, HAYLIE A	9/22/2025
SCHROEDER, KATELYN N	9/22/2025
SHARP, ERICA M	9/22/2025
SMITH, SUMMER L	8/30/2025
STABLER, KAITLYN M	8/30/2025
STEIMEL, JODI L	8/23/2025
STEMPKY, KILEY L	9/22/2025
STONE, KELLY G	9/22/2025
WAGNER, ADAM C	9/22/2025
WARD, SCOTT T	8/30/2025
WARNICK, MELISSA S	9/22/2025
WEISS, ALLISON E	9/22/2025
WIDNER, LILLIAN M	9/22/2025
WIKLANSKI, GREGORY S	8/30/2025
WILK, CHELSEA N	9/22/2025
WOODHALL, KAILA C	9/22/2025
YOST, HALEY M	9/22/2025
YOUNG, OLIVIA L	9/22/2025
ZAJAC, SARAH C	8/30/2025

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
September 22, 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>
Sarah Nantambu	September 19, 2025
Kimberly Simon	August 27, 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  
September 22, 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:

**Christina Barnes  
Kathryn Haro  
Trace Leach  
Jose Manas  
Julie Rathgeber**

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

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

**EXHIBIT:**

Attached resolutions

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
September 22, 2025**

**RESOLUTION**

**Christina Barnes**

**WHEREAS**, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Christina Barnes will retire from the district on September 30, 2025; and,

**WHEREAS**, Christina Barnes has devoted 16.8 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a special education paraprofessional at Perrinville Early Childhood Center, Churchill High School, Riley Upper Elementary, Cooper Upper Elementary, Roosevelt Elementary and Frost Middle School; and,

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

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

**Kathryn Haro**

**WHEREAS**, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Kathryn Haro will retire from the district on September 26, 2025; and,

**WHEREAS**, Kathryn Haro has devoted 19.1 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a general helper in the Central Kitchen, at Stevenson High School, Cooper Upper Elementary and Riley Upper Elementary; and,

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

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

### **Trace Leach**

**WHEREAS**, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Trace Leach will retire from the district on December 2, 2025; and,

**WHEREAS**, Trace Leach has devoted 47 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a custodian at Kennedy Elementary, Riley Middle School, Emerson Middle School, Cooper Elementary, Hoover Elementary and the Livonia Career Technical Center; 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 Trace Leach for his countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

### **Jose Manas**

**WHEREAS**, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Jose Manas will retire from the district on June 4, 2025; and,

**WHEREAS**, Jose Manas has devoted 23.3 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a bus driver in the Transportation Department; and,

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

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

**Julie Rathgeber**

**WHEREAS**, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Julie Rathgeber will retire from the district on January 5, 2026; and,

**WHEREAS**, Julie Rathgeber has devoted 18.5 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a bus driver in the Transportation 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 Julie Rathgeber for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
September 22, 2025**

**TOPIC:            Voting Delegates for 2025 MASB Delegate Assembly**

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District approve Mark Johnson, Madeline Acosta, Liz Jarvis and Dave MacFarland as voting delegates, and Karen Bradford, Colleen Burton and Crystal Frank as alternates for the MASB Delegate Assembly in Traverse City, Michigan, on October 23, 2025.

**RATIONALE:**

Delegates will decide MASB's positions on a wide variety of issues affecting education. In addition, Board members are encouraged to attend educational, leadership, and developmental workshops, conferences, and seminars which will assist them in the performance of their duties.

**BUDGETARY INFORMATION:**

There is no cost for Voting Delegates. The Delegate Assembly takes place at the MASB Annual Leadership Conference; the expenses for the conference were approved at a previous Board meeting.

**RESOURCE PERSONNEL:**

Andrea L. Oquist, Superintendent

**EXHIBITS:**

None

Off/Supt/tg

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
September 22, 2025**

**TOPIC:**                    **Second Reading and Adoption of Board Bylaw**

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Policy Committee and adopt Board Policy language per the attached document, for:

**Bylaws of the Board – Board Operations BBBC – Board Member Expenses and Development Opportunities**

**RATIONALE:**

The Board Policy Committee has met with staff to review proposed language for the above policy and is recommending approval by the entire Board. This language was submitted for first reading at the Board meeting of August 18, 2025.

**BUDGETARY INFORMATION:**

N/A

**RESOURCE PERSONNEL:**

Andrea L. Oquist, Superintendent

**EXHIBITS:**

Attachment

# BYLAWS OF THE BOARD

BBBC

## BOARD OPERATIONS BOARD MEMBER EXPENSE AND DEVELOPMENT OPPORTUNITIES

October 20, 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 member expenditures associated with out-of-state events or travel, and/or any Board expense that totals \$1,500 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, appropriately adapted for the Board of Education, will be followed.

LEGAL REF: MCL 380.1254

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
September 17, 2025**

**TOPIC:       Second Reading & Removal of Board Policy**

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Policy Committee for the removal of Board Policy DFB – Federal and State Aid.

**RATIONALE**

The Board Policy Committee recommends removing this policy due to redundant language already covered in multiple finance policies. This recommendation was presented during the first reading at the August 18, 2025, Board meeting.

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

Alison Smith, Chief Financial Officer

**EXHIBIT:**

Attached Policy

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

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
September 17, 2025**

**TOPIC:       Second Reading & Removal of Board Policy**

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Policy Committee for the removal of Board Policy DJCA – Pay Day Schedules.

**RATIONALE**

The Board Policy Committee recommends removal of this policy, as it no longer reflects current practices for staff access to Pay Day Schedules. This recommendation was introduced during the first reading at the August 18, 2025 Board meeting.

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

Alison Smith, Chief Financial Officer

**EXHIBIT:**

Attached Policy

Off/Supt/tg

# 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  
September 17, 2025**

**TOPIC:                   Second Reading & Adoption of Board Policy**

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Policy Committee and adopt Board Policy language per the attached document, for:

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

**RATIONALE:**

The Board Policy Committee has met with staff to review proposed language for the above policy and is recommending approval by the entire Board. This language was submitted for first reading at the Board meeting of August 18, 2025.

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

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

**EXHIBITS:**

Attached Policy

Off/Supt/tg

# BOARD POLICY

GAEA

## PERSONNEL DISCRIMINATORY HARASSMENT OF EMPLOYEES OR APPLICANTS FOR EMPLOYMENT

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, ~~or others doing business with the School District~~, 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 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 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 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 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 should promptly report the incident to the Vice President of the Board. **In the event that the applicant or employee are charging both the Board President and Vice President with such harassment, he or she should promptly report the incident to the Title IX Coordinator.** Any employee who has notice of discrimination or harassment on the basis of sex of an employee or applicant 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 should promptly notify the Director of Human Resources. Reports of discriminatory harassment may be made orally or in writing.

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, the Title IX Coordinator 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, 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.

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.

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

**TOPIC:**                    **Second Reading & Adoption of Board Policy**

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Policy Committee and adopt Board Policy language per the attached document, for:

**Board Policy JAA – Equal Educational Opportunities**

**RATIONALE:**

The Board Policy Committee has met with staff to review proposed language for the above policy and is recommending approval by the entire Board. This language was submitted for first reading at the Board meeting of August 18, 2025.

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

Theresa O'Brien, Chief Academic Officer

**EXHIBITS:**

Attached Policy

Off/Supt/tg

# BOARD POLICY

JAA

## STUDENT EQUAL EDUCATIONAL OPPORTUNITIES

SEPTEMBER 22, 2025

Livonia Public Schools 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 should promptly file an oral or written complaint with the School District's Civil Rights Coordinators. The assigned Coordinator will meet with the complainant and conduct a reasonable investigation into the facts and circumstances surrounding the complaint.

The complainant or 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

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

**TOPIC:**                    **Second Reading & Adoption of Board Policy**

**RECOMMENDATION:**

Move that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Policy Committee and adopt Board Policy language per the attached document, for:

**Board Policy JCED – Discriminatory Harassment of Students**

**RATIONALE:**

The Board Policy Committee has met with staff to review proposed language for the above policy and is recommending approval by the entire Board. This language was submitted for first reading at the Board meeting of August 18, 2025.

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

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

**EXHIBITS:**

Attached Policy

Off/Supt/tg

# BOARD POLICY

JCED

## PERSONNEL DISCRIMINATORY HARASSMENT OF STUDENTS

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, ~~or others doing business with the School District~~, 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~~ **should promptly** 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~~ **should promptly** 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~~ **should promptly** 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~~ **should promptly** report the incident to the Vice President of the Board.

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 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)



# BOARD POLICY

GAAA

## PERSONNEL NONDISCRIMINATION CIVIL RIGHTS AND TITLE IX

**JUNE 6, 2016**  
**October 20, 2025**

**Livonia Public Schools** It is the policy of the Board of Education that Livonia Public Schools School District will not discriminate against any person on the basis of sex (including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity), race, color, national origin, religion, height, weight, marital status, age, handicap, or disability. The District reaffirms its long-standing policy of compliance with all applicable federal and state laws and regulations prohibiting discrimination. including, but not limited to, Titles VI and VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d, et seq., and 42 U.S.C. §§ 2000e, et seq.; Title IX of the Educational Amendments of 1972, 20 U.S.C. §§ 1681, et seq., ~~Age Discrimination Act of 1975, 42 U.S.C. §§ 6101 et seq.; Age Discrimination in Employment Act, 29 U.S.C. §§ 621 et seq.;~~ Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794; the Americans with Disabilities Act of 1990, 42 U.S.C §§ 12101, et seq., the Handicappers' Civil Rights Act, MCL §§ 37.1101, et seq.; and the Elliott-Larsen Civil Rights Act, MCL §§ 37.2101, et seq.

### Civil Rights Complaints

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.

The Civil Rights Coordinator is designated to receive and resolve complaints from any person who believes that he/she may have been discriminated against in violation of this policy. Any person who believes he/she has been discriminated against in violation of this policy should promptly file an oral or written complaint with the Civil Rights Coordinator within ten (10) calendar days of the alleged violation. The Civil Rights Coordinator will then be responsible for coordinating the District's response in a fair and equitable manner, consistent with relevant laws, District policies and administrative procedures. ~~take the following action:~~ First, commence an investigation of the complaint. Second, arrange for a meeting to occur with the complainant, which may include School District staff who are knowledgeable of the facts and circumstances of the particular complaint or who have particular expertise which will assist in resolving the complaint. Third, complete the investigation of the complaint and provide in writing a reply to the complainant.

- ~~• Conduct a reasonable investigation into the facts and circumstances surrounding the complaint.~~
- Arrange for a meeting to occur with the complainant, which may include School District staff who are knowledgeable of the facts and circumstances of the particular complaint or who have particular expertise which will assist in resolving the complaint.
- ~~• Provide due process to the respondent, including a meeting wherein the allegations are~~

~~explained, relevant evidence is reviewed, and the accused is afforded the opportunity to respond.—~~

- ~~• Complete the investigation of the complaint and provide in writing a reply to the complainant and respondent.~~

~~If the Coordinator determines that a violation has occurred, the Coordinator shall make a determination in writing, propose a fair resolution of the complaint, and deliver the determination to the complainant, respondent, and the Superintendent. If the Civil Rights Coordinator determines that a violation has occurred, he/she shall propose a fair resolution of the complaint and deliver the determination to the complainant and the School District's Superintendent. The complainant may appeal the Civil Rights Coordinator's determination to the Superintendent by so notifying the Superintendent in writing within ten (10) calendar days of receiving the the Civil Rights Coordinator's determination. The Superintendent may conduct additional investigation of the facts and circumstances surrounding the complaint. The Superintendent shall affirm or reverse the Civil Rights Coordinator's decision and, if warranted, implement the Civil Rights Coordinator's proposed resolution or a modification thereof. The Superintendent's decision shall be final.~~

A person is not required to use the procedure outlined above and may instead file a complaint directly with the U.S. Department of Education Office for Civil Rights, 600 Superior Avenue East, Suite 750, OH 44114-2611.

### **Title IX Sex Discrimination Complaints**

Livonia Public Schools prohibits sex discrimination in all programs and activities that the District operates as required by Title IX and the Title IX regulations. Sex-based harassment is a form of sex discrimination, which means harassment on the basis of sex (including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity) that falls within one of the following categories:

- (1) ***Quid pro quo harassment***: an employee, agent, or other person with authority to provide an aid, benefit, or service under the District's education program or activity explicitly or impliedly conditions the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;
- (2) ***Hostile environment harassment***: unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive, and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the District's education program or activity (i.e., creates a hostile environment).
- (3) ***Specific offenses, including***: sexual assault, dating or domestic violence, and stalking.

Sex discrimination, including sex-based harassment, is covered by this Policy when it occurs under the District's education program or activities in the United States. Conduct occurs under the District's education program or activity when it is subject to the District's disciplinary authority. This includes conduct that occurs on school property; through use of school property (e.g., during online learning or when using the District's network or computer systems); at school-sponsored events or activities (e.g., field trips, athletic events, extracurricular activities); and in off-campus settings if the conduct is sufficiently serious or severe that it could contribute to a hostile environment within the District's education program or activities. ~~The District will~~

~~address a sex-based hostile environment under its education program or activities, even when some conduct alleged to be contributing to the hostile environment occurred outside the District's education program or activities.~~

Livonia Public Schools encourages anyone who believes they have been subjected to sex discrimination (or has knowledge of another person being subjected to sex discrimination) in connection with the District's programs or activities to promptly report their concerns directly to the LPS Title IX Coordinator. If an alleged Title IX violation has been first reported to a school administrator, or any other staff member in the District, the allegation must then be reported directly to an LPS Title IX Coordinator. When the Title IX Coordinator receives a report about conduct that may reasonably constitute sex discrimination, the Title IX Coordinator will be responsible for coordinating the District's response in a fair and equitable manner, consistent with Title IX and its regulations.

LEGAL REF.: Titles VI and VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d, et seq., and 42 U.S.C. §§ 2000e, et seq.; Title IX of the Educational Amendments of 1972, 20 U.S.C. §§ 1681, et seq., Age Discrimination Act of 1975, 42 U.S.C. §§ 6101 et seq.; **Age Discrimination in Employment Act, 29 U.S.C. §§ 621 et seq.**; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794; the Americans with Disabilities Act of 1990, 42 U.S.C §§ 12101, et seq., the Handicappers' Civil Rights Act, MCL §§ 37.1101, et seq.; and the Elliott-Larsen Civil Rights Act, MCL §§ 37.2101, et seq.

**LIVONIA PUBLIC SCHOOLS  
BOARD OF EDUCATION MEETING  
September 22, 2025**

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

**RECOMMENDATION:**

The Policy Committee has reviewed changes for the following Instructional Program Board Policies:

**Instructional Program:**

- **Board Policy IDAC – Kindergarten**
- **Board Policy IDB – Health Education**
- **Board Policy IDBB – Drug Education**

**RATIONALE:**

These are the first readings of these policies and are provided for Board review and possible adoption at a future meeting.

**BUDGETARY INFORMATION:**

None

**RESOURCE PERSONNEL:**

Theresa O'Brien, Chief Academic Officer

**EXHIBITS:**

Attached

Off/Supt/tg

# BOARD POLICY

IDAC

## INSTRUCTIONAL PROGRAM KINDERGARTEN

~~JUNE 20, 1988~~  
~~Reviewed 5/2014~~

OCTOBER 20, 2025

~~Kindergarten education shall be provided for all students of the school district meeting the requirements as indicated in Policy JBA — Compulsory Attendance Ages and Placement of Students Transferring into Livonia Public Schools.~~

The Board of Education recognizes the importance of providing a Kindergarten education to students, even though it is not required by the State of Michigan. The School District shall offer a full-day kindergarten program to all eligible children residing within the District. The program will be designed to provide developmentally appropriate learning experiences that support students' social, emotional, and academic growth, and will align with state standards and requirements.

# BOARD POLICY

IDB

## INSTRUCTIONAL PROGRAM HEALTH EDUCATION

DECEMBER 18, 2017

It is the position of ~~The Board of Education~~ **establishes** that the providing of consultative and preventive health services, **e.g. vision screening**, is generally the responsibility of county government, and that the treatment of individual children is a parental responsibility. **Wayne County Health and Human Services is a resource the school district will utilize to provide support to staff, families and students, as needed. The school district will provide health education based on content standards and expectations from the Michigan Department of Education.**

~~In accordance with this position, the Board of Education expects the school staff to cooperate with the Wayne County Department of Public Health and other governmental agencies. In addition to cooperating with the Wayne County Department of Public Health and it is the policy of the Board of Education to support programs of health education directed to both parents and teachers in regard to student health and to the health of staff members.~~

LEGAL REF.: MCL 380.1502  
MCL 380.1170, 1170a, 1170b

# BOARD POLICY

IDBB

## INSTRUCTIONAL PROGRAM DRUG ~~SUBSTANCE ABUSE~~ EDUCATION

~~JUNE 20, 1988~~

~~Reviewed 5/2014~~  
OCTOBER 20, 2025

The Board of Education recognizes that many health problems caused by substance abuse may be reduced through a comprehensive health education program dealing with the effects of **addictive substances, such as, nicotine,** ~~tobacco,~~ alcohol and narcotics. ~~upon the human system.~~

The school district shall provide educational opportunities through ~~appropriate programs~~ **Physical Education, Health and other courses** at all **appropriate** levels of schooling for learning about the physiological, hygienic and psychological effects of substance abuse.

LEGAL REF.: MCL 380.1170  
MCL 380.1170a