Livonia Public Schools
Board of Education
Minutes of the Regular Meeting
April 22, 2024

President Bradford convened the meeting at 6:31 p.m.

Members Present	Acosta, Bonifield, Bradford, Burton, Jarvis, Johnson
Members Absent	Frank
Community Projects and Livonia ECC Updates	Mrs. Jenkins provided an update of 2021 BOND work happening around the District including renovations of pool rooms and weight rooms at all three high schools, the addition of a Robotics Center at LCTC and LMC updates throughout the District. Ms. Jenkins provided a sneak peek of the Livonia ECC, highlighting its construction updates, enrollment updates and proposed opening which will include a community open house.
Recognition of MHSAA Churchill Scholar Athlete	It was moved by Mrs. Burton and supported by Mrs. Acosta that the Board of Education of the Livonia Public Schools School District adopt the resolution in recognition of Churchill High School senior, Jared Reji for being named one of the 13 Scholar Athletes in the state, by the Michigan High School Athletic Association. Ayes: Acosta, Bonifield, Bradford, Burton, Jarvis, Johnson Nays: None
Recognition of State Champion Varsity Pompon	It was moved by Mrs. Jarvis and supported by Mrs. Bonifield that the Board of Education of the Livonia Public Schools School District adopt the resolution in recognition if Franklin High School's Varsity Pompon Team for capturing the Mid America pompon State Championship for Class A Division 1. Ayes: Acosta, Bonifield, Bradford, Burton, Jarvis, Johnson Nays: None
Recognition of State Champion Junior Varsity Pompon	It was moved by Mrs. Acosta and supported by Mr. Johnson that the Board of Education of the Livonia Public Schools School District adopt the resolution in recognition of Franklin High School's Junior Varsity Pompon Team for capturing the Mid America Pompon State Championship for Class A Division 1. Ayes: Acosta, Bonifield, Bradford, Burton, Jarvis, Johnson Nays: None

District Update from the Superintendent	Superintendent Oquist presented highlights of recent activities taking place across the District, as well as upcoming events.
Written Communications	None
Response to Prior Audience Communications	None
Audience Communications	None.
Consent Agenda	It was moved by Mr. Johnson and supported by Mrs. Burton that the Board of Education of the Livonia Public Schools School District approve the following consent agenda items, as recommended by the Superintendent: V.A. *Minutes of the Regular Meeting of March 18, 2024 VII.A. *Approval of 2024-2025 LCTC Cooperative Agreement VII.B. *Approval of 2024-2025 LTP Cooperative Agreement Ayes: Acosta, Bonifield, Bradford, Burton, Jarvis, Johnson Nays: None
Approval of LCTC Technology Purchase	It was moved by Mrs. Bonifield and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District approve the purchase of new Chromebooks, Chromebook Carts, and Google Chrome EDU Licenses for LCTC and specific programs through 61a (added cost) funds. Ayes: Acosta, Bonifield, Bradford, Burton, Jarvis, Johnson Nays: None
Approval of Churchill Pool Bleachers – 2021 BOND	It was moved by Mrs. Burton and supported by Mrs. Acosta that the Board of Education of the Livonia Public Schools School District approve the recommendation to purchase a set of bleachers for Churchill High School from Southern Bleacher Company, Inc., located in Graham, Texas for a total amount of $74,845.00. Ayes: Acosta, Bonifield, Bradford, Burton, Jarvis, Johnson Nays: None

Approval of Teacher

It was moved by Mrs. Bonifield and supported by Mrs. Jarvis that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Superintendent and offer employment for the 2023-2024 school year to the following teacher:

Name	FTE	Title	Location
Blake Ellison	1.0	Teacher (Math)	Frost

Ayes: Acosta, Bonifield, Bradford, Burton, Jarvis, Johnson
Nays: None

Leaves of Absence

It was moved by Mrs. Jarvis and supported by Mrs. Bonifield that the Board of Education of the Livonia Public Schools School District accept the recommendation of the Superintendent and approve the request for a leave of absence as listed below:

Name	Date Effective
Emma Chapman	2024-2025 school year
Linsey Childress	May 3, 2024
Hannah Landon	2024-2025 school year
Caitlyn Lefebvre	2024-2025 school year
Seth Torkelson-Regan	2024-2025 school year
Jaclyn Walker	2024-2025 school year

Ayes: Acosta, Bonifield, Bradford, Burton, Jarvis, Johnson
Nays: None

Resignations

The Board was informed of the following resignations:

Name	Date Effective
Cindi Lonick	March 30, 2024
Anwar Mustafa	June 7, 2024
Emily Newton	June 7, 2024
Sarah Rea	June 15, 2024
Ann Stack-Peer	June 7, 2024
Faith Turnbell	March 15, 2024
Lauren Wooster	April 12, 2024

*Resignations are not voted on and are strictly informational.

Retirements

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

Leona Andres

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Leona Andres will retire from the district on June 6, 2024; and,

WHEREAS, Leona Andres has devoted 25 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a paraprofessional at Riley Middle School, Cooper Upper Elementary and Johnson 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 Leona Andres for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Jandranka (Angie) Bajra

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Jandranka (Angie) Bajra will retire from the district on June 30, 2024; and,

WHEREAS, Jandranka (Angie) Bajra has devoted 10 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a custodian at Franklin 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 Jandranka (Angie) Bajra for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Terri Bennett

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Terri Bennett will retire from the district on June 7, 2024; and,

WHEREAS, Terri Bennett has devoted 32 years of dedicated, loyal, and outstanding service to the students of Holmes Middle School and Franklin High 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 Terri Bennett on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Jane Bielenda Katsaros

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Jane Bielenda Katsaros will retire from the district on June 7, 2024; and,

WHEREAS, Jane Bielenda Katsaros has devoted 23 years of dedicated, loyal, and outstanding service to the students of Cleveland Elementary, Cass Elementary, Garfield Elementary and Kennedy Elementary 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 Jane Bielenda Katsaros on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Anne Cibor

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Anne Cibor will retire from the district on June 7, 2024; and,

WHEREAS, Anne Cibor has devoted 30 years of dedicated, loyal, and outstanding service to the students of Holmes Middle School, Frost Middle School 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 Anne Cibor on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Patricia Cooke

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Patricia Cooke will retire from the district on June 14, 2024; and,

WHEREAS, Patricia Cooke has devoted 24 years of dedicated, loyal, and outstanding service to the students of McKinley Elementary, Coolidge Elementary and Rosedale Elementary 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 Patricia Cooke on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Celia Davis

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Celia Davis will retire from the district on June 28, 2024; and,

WHEREAS, Celia Davis has devoted 13 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a bookkeeper in the Finance 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 Celia Davis for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Karen Dillon

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Karen Dillon will retire from the district on June 7, 2024; and,

WHEREAS, Karen Dillon has devoted 23 years of dedicated, loyal, and outstanding service to the students of Stevenson High 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 Karen Dillon on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Christine Fankell

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Christine Fankell will retire from the district on June 21, 2024; and,

WHEREAS, Christine Fankell has devoted 36 years of dedicated, loyal, and outstanding service to the students of Cass Elementary, Webster Elementary, Hoover Elementary and in the Academic Services Department as a teacher and federal programs/elementary MTSS coordinator; 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 Christine Fankell on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Leo Fink

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Leo Fink will retire from the district on June 30, 2024; and,

WHEREAS, Leo Fink has devoted 17 years of dedicated, loyal, and outstanding service to the students of Frost Middle School, Holmes Middle School and Emerson Middle School as a counselor; 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 Leo Fink on his years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for his retirement.

Dyann Gran

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Dyann Gran will retire from the district on June 30, 2024; and,

WHEREAS, Dyann Gran has devoted 25 years of dedicated, loyal, and outstanding service to the students of Riley Middle School, Emerson Middle School and Churchill High 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 Dyann Gran on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Leanne Higgins

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Leanne Higgins will retire from the district on June 28, 2024; and,

WHEREAS, Leanne Higgins has devoted 26 years of dedicated, loyal, and outstanding service to the students of Holmes Middle School, Hoover Elmentary, Cass Elementary, Western Wayne Skill Center, Coolidge Elementary, Emerson Middle School, Jackson Early Childhood Center, Hayes Elementary and Stevenson High School as a social worker; 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 Leanne Higgins on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Renee Melcher

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Renee Melcher will retire from the district on June 10, 2024; and,

WHEREAS, Renee Melcher has devoted 24 years of dedicated, loyal, and outstanding service to the students of Frost 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 Renee Melcher on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Kirstin Nickel

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Kirstin Nickel will retire from the district on June 15, 2024; and,

WHEREAS, Kirstin Nickel has devoted 33 years of dedicated, loyal, and outstanding service to the students of McKinley Elementary, Perrinville Early Childhood Center, Roosevelt Elementary, Webster Elementary and the Jackson Early Childhood Center 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 Kirstin Nickel on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Karen Oaks

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Karen Oaks will retire from the district on June 30, 2024; and,

WHEREAS, Karen Oaks has devoted 36.5 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a secretary and administrative assistant at the Whitman Center, Bentley Center, Churchill High School, and in the Operations Department at Central Office; 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 Karen Oaks for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Marilee Olsen

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Marilee Olsen will retire from the district on June 30, 2024; and,

WHEREAS, Marilee Olsen has devoted 25 years of dedicated, loyal, and outstanding service to the students of Nankin Mills Elementary, Grant Elementary, Coolidge Elementary, Roosevelt Elementary, Hayes Elementary, Garfield Elementary, Holmes Middle School, Emerson Middle School and Franklin High 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 Marilee Olsen on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Catherine Ruckhaber

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Catherine Ruckhaber will retire from the district on April 30, 2024; and,

WHEREAS, Catherine Ruckhaber has devoted 26.8 years of dedicated, loyal, and outstanding service to the students of Coolidge Elementary, Bryant Center, Hayes Elementary, Grant Elementary, Stevenson High School, Churchill High School, Cooper Upper Elementary, Roosevelt Elementary and Holmes Middle School as a custodian; 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 Catherine Ruckhaber on her years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for her retirement.

Eric Stromberg

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Eric Stromberg will retire from the district on June 24, 2024; and,

WHEREAS, Eric Stromberg has devoted 28.5 years of dedicated, loyal, and outstanding service to the students of Riley Middle School, Holmes Middle School and Stevenson High School as a teacher, principal and assistant principal; 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 Eric Stromberg on his years of service to the educational profession and expresses publicly its sincere appreciation and offers its best wishes for his retirement.

Diane Walker

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Diane Walker will retire from the district on June 6, 2024; and,

WHEREAS, Diane Walker has devoted 25 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a general helper, kitchen manager, cook/baker/helper at Grant Elementary, Emerson Middle School, Randolph Elementary, Churchill High School and Franklin 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 Diane Walker for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Donna Wensing

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Donna Wensing will retire from the district on May 3, 2024; and,

WHEREAS, Donna Wensing has devoted 36 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a driver in the Food Service Department, Transportation Department and in the Warehouse; 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 Donna Wensing for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Lynn Whitaker

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Lynn Whitaker will retire from the district on June 30, 2024; and,

WHEREAS, Lynn Whitaker has devoted 25 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a secretary and benefits specialist in the Substitute Office at Central Office and in the Human Resources 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 Lynn Whitaker for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Betty Jo Woodworth

WHEREAS, It has been brought to the attention of the Board of Education of the Livonia Public Schools School District that Betty Jo Woodworth will retire from the district on June 13, 2024; and,

WHEREAS, Betty Jo Woodworth has devoted 19 years of dedicated, loyal, and outstanding service to the Livonia Public Schools as a paraprofessional 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 Betty Jo Woodworth for her countless contributions to our school system and extends best wishes for an enjoyable and rewarding retirement.

Ayes: Acosta, Bonifield, Bradford, Burton, Jarvis, Johnson
Nays: None

Second Reading – Board Policy, Business Management

It was moved by Mrs. Jarvis and supported by Mrs. Bonifield that the Board of Education of the Livonia Public Schools School District approve the recommendation of the Policy Committee to adopt the changes and wording to the following policy.

EBD – Energy Management Conservation

BOARD POLICY **EBD**

BUSINESS MANAGEMENT **April 22, 2024**
ENERGY MANAGEMENT CONSERVATION

The Board of Education supports a culture of energy conservation. It is our responsibility to ensure that every effort is made to conserve energy and natural resources with realistic goals while maintaining a comfortable educational environment and exercising sound financial management.
All district personnel are expected to contribute to energy efficiency in our district. Every person is expected to be an energy saver as well as an energy consumer.
It is the responsibility of the school district to educate users on energy consumption and conservation.

Ayes: Acosta, Bonifield, Bradford, Burton, Jarvis, Johnson
Nays: None

Second Reading – Board Policy, Business Management

It was moved by Mrs. Jarvis and supported by Mrs. Bonifield that the Board of Education of the Livonia Public Schools School District approve the recommendation of the Policy Committee to adopt the changes and wording to the following policy.

EE – Food Services Management and Free and Reduced Price Meals

BOARD POLICY **EE**
BUSINESS MANAGEMENT **April 22, 2024**
FOOD SERVICES MANAGEMENT AND
FREE AND REDUCED PRICE MEALS

The district shall operate a school food service program in its schools as required by law. The supervisor of food services shall cooperate with each school principal in matters essential to the proper functioning of the food service program.

The Board of Education recognizes its responsibility to provide free and reduced price meals to eligible students.

All students are eligible for free meals as long as:
1. The district participates in the U.S. Department of Agriculture (USDA) National School Lunch Program and National School Breakfast Program; and
2. The district chooses to participate in the "Michigan School Meal Program."

Ayes: Acosta, Bonifield, Bradford, Burton, Jarvis, Johnson
Nays: None

First Reading – Board Policy, Board Operations

BHA – Code of Ethics

The Policy Committee has reviewed the following changes:

BYLAWS OF THE BOARD **BHA**
BOARD OPERATIONS ~~**MAY 1, 2023**~~
CODE OF ETHICA **MAY 20, 2024**

As members of the Livonia Public Schools Board of Education, we shall promote the best interests of the school district as a whole, and will make decisions that place student learning and the success of all students first by adhering to the following educational and ethical standards:

As a Board member,

- I will make decisions in terms of the educational welfare of children and will seek to develop and maintain schools that meet the individual needs of all children regardless of their sex, race, color, national origin, religion, age, height, weight, marital status, handicap, disability, sexual orientation, sexual identity, or transgender status.
- I will be a personal advocate for the good work of the District.
- I will focus Board action on policy making, strategic planning, and designating and evaluating the Superintendent.
- I ~~will~~ recognize that the role of the Board is to govern and oversee the management of the District. I will delegate authority to the Superintendent for the day-to-day operations of the District and will not seek to participate in the day-to-day operations.
- I will review and evaluate all Board ~~p~~Policies, ~~b~~Bylaws of the Board, procedures and processes of the Board, and will work to make desired changes so they will be current, relevant, and in accordance with state and/or federal laws. When requested, I will review all Administrative Procedures brought forth and give input to the Superintendent; however, the Board does not vote to approve Administrative Procedures.
- I will follow established Board Operating Procedures.
- I will come to Board meetings prepared to discuss and take action on all agenda items. I will study the material in the Board packet seeking clarification, if needed, prior to each Board meeting.
- I will give the Superintendent and Board President notification of my concerns prior to the Board meetings, so that the concerns can be properly addressed.
- I ~~will~~ understand that I have not only the right, but the duty, to express my views and opinions and ask questions at the Board table; and will make a good faith effort to understand the views of others.
- I ~~will~~ recognize that the Board must make decisions as a whole in public. I will base all decisions on the available facts and my independent judgment, and I will refuse to surrender my independent judgment to individuals or special interest groups.
- I will avoid being placed in a position of conflict of interest, and, if such a conflict is unavoidable, I will disclose such interest and abstain from voting on such matters.
- I will respect the consensus and support the decisions of the Board and their implementation.
- I ~~will~~ recognize that while I am free to express my personal views, the Board President is the spokesperson for the Board and the Superintendent is the spokesperson for the District.
- I will be respectful and listen to all ideas presented to the Board, be it from parents, staff, students, community members, other Board members, or other stakeholders. I will listen and then refer any person to appropriate personnel.
- I will communicate to other Board members and the Superintendent significant expression of public reaction ~~of note~~ to Board policies and school programs.
- I will exercise caution when communicating between and among Board members, including electronic communication, and will abide by the Open Meetings Act.
- I will hold confidential all matters that, if disclosed, would needlessly injure individuals, schools, or the district. I will keep confidential all information that is privileged under applicable law, including closed session discussions.
- I will stay informed about current educational issues by individual study and through participation in programs providing needed information; for example, those sponsored by my state and national school board associations. I will share what I have learned with my Livonia Public Schools' colleagues, formally or informally, so as to keep our Board apprised of current issues and topics.
- I will take no private or public action that will compromise the Board, the Administration, or the District.
- I will refrain from using my Board position for personal or partisan gain.
- I will support the hiring of those persons best qualified to serve as District staff.
- I will support and protect District personnel in the proper performance of their duties.

- I ~~will,~~ along with my fellow Board members, will review, revise and sign this Code of Ethics annually at the beginning of each calendar year.

As Board President,

- I will ensure that persons addressing the Board follow established guidelines as outlined in Board policy.
- I will advise persons addressing the Board to do so in a respectful manner and not allow rude, ~~disruptive,~~ or indecent behavior, profane or indecent discourse, to be directed to the Board, Superintendent, or others during Board meetings. I will not permit disruptive behavior and will advise attendees as such.
- I will ensure that all Board members are given an opportunity to express their views. I will work toward building consensus among all Board members.
- I will follow parliamentary procedure, to the extent that it does not conflict with Board policy or state law.

First Reading – Board Policy, Business Management

The Policy Committee has reviewed the following changes:

BOARD POLICY	**EEB**	
BUSINESS MANAGEMENT		**~~DECEMBER 19, 2016~~**
WELLNESS FOR STUDENTS		**May, 2024**

EEB Wellness for Students

The ~~Livonia Public Schools School~~ District is committed to promoting a healthy school environment that enhances the development of lifelong wellness practices to promote healthy eating and physical activities that support student achievement.

District Wellness Committee
The District will convene a representative District Wellness Committee to establish goals for and oversee school health and safety policies and programs; including development, implementation, periodic review, and update of this district-level wellness policy.

Nutrition Education
Every year, all students, Pre-K-12, shall receive nutrition education that is aligned with the ***Michigan Health Education Content Standards and Benchmarks***. Nutrition education that teaches the knowledge, skills, and values needed to adopt healthy eating behaviors shall be integrated into the curriculum. Nutrition education information shall be offered throughout the school campus.

Nutrition Standards
The District shall ensure that reimbursable school meals meet the program requirements and nutrition standards ~~found~~ identified in federal regulations. The District shall encourage students to make nutritious food choices.

The District shall monitor food and beverages sold or served to students, including those available outside the federally regulated child nutrition programs.

The Superintendent, or designee, shall annually evaluate Livonia Public Schools vending policies and contracts as necessary and required by law. Vending contracts that do not meet the intent and purpose of this policy shall be modified accordingly or not renewed.

Fundraising
Foods and beverages that meet or exceed the USDA Smart Snacks in Schools nutrient standards may be sold through fundraisers on the school campus during the school day. The District will make available to teachers, club leaders, and coaches information on fundraising as well as tracking of the individual fundraisers by the principal.

Physical Education and Physical Activity Opportunities
The District's Physical Education instruction is aligned with the K-12 Michigan Physical Education Content Standards and Benchmarks. The District shall offer Physical Education opportunities that include the components of a quality physical education program. Physical Education shall equip students with the knowledge, skills, and values necessary for lifelong physical activity.

Every year all students, Pre-K--12, shall have the opportunity to participate regularly in supervised physical activities, either organized or unstructured, intended to maintain physical fitness and to understand the short and long term benefits of a physically active and healthy lifestyle.

Other School-Based Activities Designed to Promote Student-Wellness
The District may implement other appropriate programs that help promote a school environment that conveys consistent wellness messages and is conducive to healthy eating and physical activity.

The District will integrate wellness activities across the school setting. The District will coordinate and integrate other initiatives related to physical activity, physical education, nutrition, and other wellness components so all efforts are complementary, not duplicative, and work toward the same set of goals and objectives promoting student well-being, optimal development, and strong educational outcomes.

Implementation and Measurement
The District Wellness Committee shall develop and implement an annual progress report or a triennial progress report. These reports will be placed on the District website available for public review. The District Wellness Committee will make recommendations to the Board of Education to update or modify the Wellness Policy based on the results.

ADMINISTRATIVE PROCEDURE

BUSINESS MANAGEMENT ~~OCTO~~
WELLNESS FOR STUDENTS **May 2024**

District Wellness Preamble

The ~~d~~ District is committed to providing a school environment that ensures opportunities for all students to practice healthy eating and physical activity behaviors throughout the school day.
~~Research shows that good nutrition and physical activity before, during, and after the school day, are strongly correlated with positive student outcomes. Less than adequate consumption of specific foods including fruits, vegetables, and dairy products, is associated with lower grades among students. In addition, students who are active through a physically active means of transportation to and from school, recess, physical activity breaks, high-quality physical education, and extracurricular activities do better academically.~~
This procedure outlines the District's approach to ensuring environments and opportunities for all students to practice healthy eating and physical activity behaviors throughout the school day. ~~while minimizing commercial distractions~~.
Specifically, this procedure establishes goals and procedures to ensure that:

- Students in the District have access to healthy foods throughout the school day, both through reimbursable school meals and other foods available throughout the school campus, in accordance with Federal and State nutrition standards.
- Students receive quality nutrition education that helps them develop lifelong healthy eating behaviors.
- Students have opportunities to be physically active before, during, and after school;
- School staff are encouraged and supported to practice healthy nutrition and physical activity behaviors in and out of school.
- The community is engaged in supporting the work of the District in creating continuity between school and other settings for students and staff to practice lifelong healthy habits.

1. District Wellness Committee

A. Committee Role and Membership

The District will convene a representative District Wellness Committee to establish goals for and oversee school health and safety policies and programs; including development, implementation, periodic review and update of this district-level wellness policy.
The District Wellness Committee membership is open to all school employees and include ~~(~~to the extent possible~~)~~, but not be limited to: parents and guardians, representative(s) of the District food service program; physical education teachers; health education teachers; school board members; health professionals (ex., dietitians, doctors, nurses); and the general public. The Director of Secondary Programs will have oversight of this committee.

B. Wellness Policy Implementation

The District will develop and maintain a plan for implementation to manage and coordinate the execution of this wellness policy.

C. Recordkeeping

The District will retain records to document compliance with the requirements of the wellness policy. Documentation will include:

1. The written wellness policy.
2. Documentation demonstrating compliance with community involvement requirements.
3. Documentation of the annual policy progress report.
4. Documentation of the triennial assessment of the policy.
5. Documentation demonstrating compliance with public notification requirements, including;
    - Method by which the wellness policy, annual progress reports, and triennial assessments are made available to the public; and
    - Efforts to notify families about the availability of the wellness policy.

2. Nutrition Education

Nutrition promotion and education positively influence lifelong eating behaviors and encourage healthy nutrition choices.

The District aims to teach, model, encourage, and support healthy eating to students. Schools will provide nutrition education and engage in nutrition promotion.

Every year, all students, pre-K-12, shall receive nutrition education that is aligned with the Michigan Health Education Content Standards and Benchmarks. Nutrition education that teaches the knowledge, skills, and values needed to adopt healthy eating behaviors shall be integrated into the curriculum. Nutrition education information shall be offered throughout the School District.

3. Nutrition Standards

A. School Meals

~~Our~~ The District is committed to serving healthy meals to children in compliance with the USDA Guidelines of the National School Lunch and School Breakfast Programs.

B. Competitive Food and Beverages

The District is committed to ensuring that all foods and beverages available to students on the school campus during the school day support healthy eating. The foods and beverages sold and served outside of the school meal programs (i.e., "competitive" foods and beverages) will meet the USDA Smart Snacks in School nutrition standards.

C. Food Service Guidelines for Livonia Public Schools

The ~~Board of Education~~ District shall provide cafeteria facilities in all schools and will provide food service for the purchase and consumption of breakfast, lunch, and snacks for all students.

The food-service program shall comply with Federal and State regulations pertaining to the selection, preparation, delivery, consumption, and disposal of food and beverages.

4. Fundraising

Foods and beverages that meet or exceed the USDA Smart Snacks in Schools nutrition standards may be sold through fundraisers on the school campus during the school day.

The ~~Board~~ District will permit student ~~fund-raising~~ fundraising by students in school, on school property or at any school-sponsored event only when the profit therefrom is to be used for school purposes or for an activity connected with the schools.

~~Fund-raising~~ Fundraising by approved school organizations, whose funds are managed by the District, may be permitted in school by the principal. For any ~~fund-raisers~~ fundraisers, including those operated by student clubs and organizations, parent groups, or booster~~s~~ clubs, that involve the sale of food items and/or beverages to students that will be consumed on the school campus (any area of property under the jurisdiction of the school that is accessible to students during the school day) during the school day (the period from the midnight before, to thirty (30) minutes after the end of the official school day), the food items and/ or beverages to be sold shall comply with the current nutrition standards, and also be consistent with requirements set forth. If the item being sold is a nonfood item it can be sold at any time, if approved by the school principal.

5. Physical Education and Physical Activity Opportunities

A. Physical Education

The District will provide students with physical education, using an age-appropriate, sequential physical education curriculum consistent with national and state standards for physical education. The physical education curriculum will promote the benefits of a physically active lifestyle and will help students develop skills to engage in lifelong healthy habits, as well as incorporate essential health education concepts.

All students will be provided equal opportunity to participate in physical education classes.

All district elementary students in each grade will receive physical education instruction weekly throughout the school year.
All district middle school students will be required to take two 10 week periods of Physical Education and one 10 week period of Health.
All district 9-12th grade students will be required to take one semester of Personal Fitness and one semester of Health.
The District physical education program will promote student physical fitness through individualized fitness and activity as outlined in the criterion referenced program of the *FItnessgram.*

1. Recess (Elementary)

All elementary schools will offer recess daily. Recess will complement, not substitute, physical education classes. ~~Recess monitors will encourage students to be active.~~

2. Before and After School Activities

The District will ~~offer~~ notify families of opportunities for students to participate in physical activity either before and/or after the school day ~~(or both) through a variety of methods~~.

3. Active Transport

The District will encourage walking or riding bikes to and from school.

6. Other School-Based Activities Designed to Promote Student Wellness

The District will integrate wellness activities across the entire school setting. The School will coordinate and integrate other initiatives related to physical activity, physical education, nutrition, and other wellness components so all efforts are complementary and work towards the same set of goals.

A. Community Health Promotion and Engagement

The District will ~~promote~~ provide information to parents/guardians, and families, ~~and the general community~~ the benefits of and approaches for healthy eating and physical activity throughout the school year. Families will be informed and invited to participate in school- sponsored activities and will receive information about health promotion efforts.

7. Implementation and Measurement

A. Annual Progress Reports

The District will compile and publish an annual report to share basic information about the wellness policy and report on the progress of the schools. This annual report will include information from each school within the District. This report will include, but is not limited to:

1. The website address for the wellness policy and/or how the public can receive/access a copy of the wellness policy.
2. A description of each school's progress in meeting the wellness policy goals.
3. A summary of each school's events or activities related to wellness policy implementation.
4. Information on how individuals and the public can get involved with the District Wellness Committee.

The District Wellness Committee will establish and monitor goals and objectives for the schools.

B. Triennial Progress Assessments

At least once every three years, the District will evaluate compliance with the wellness policy to assess the implementation of the policy and include:

1. The extent to which schools under the jurisdiction of the District are in compliance with the wellness policy.
2. The District Wellness Committee will provide a description of the progress made in attaining the goals of the District's wellness policy.

The District Wellness Committee, in collaboration with individual schools, will monitor schools' compliance with this wellness policy.

C. Revisions and Updating the Policy

The District Wellness Committee will recommend to the ~~Board of Education~~ Superintendent updates and modifications to the Wellness Policy based on the results of the annual progress reports and triennial assessments, and /or as District priorities change; wellness goals are met; and new Federal or State guidance or standards are issued.

D. Community Involvement, Outreach, and Communications

The District is committed to being responsive to community input, which begins with awareness of the Wellness Policy. The District will actively communicate ways in which representatives of the District Wellness Committee and others can participate in the development, implementation, and periodic review and update of the Wellness Policy through a variety of means appropriate for the district.

First Reading – Board Policy, Students

JCEC – Bullying Prevention

The Policy Committee has reviewed the following changes:

BOARD POLICY **JCEC**
STUDENTS **MARCH 30, 2015**
BULLYING PREVENTION REVIEWED 2023-2024

The Board of Education believes that a safe and civil environment in school is necessary for students to learn and achieve high academic and social-emotional standards. It is the policy of the District to provide a safe educational environment for all of its students. All forms of bullying toward a student, whether by students, staff, or third parties, including Board members, parents, guests, contractors, vendors, or volunteers, is strictly prohibited.

This policy equally protects all students from bullying behavior regardless of the subject matter or motivation for such impermissible behavior. This policy applies to all activities in the District, including activities in a classroom, elsewhere on school premises, on a school bus or other school-related vehicle, or at any school-sponsored, school-approved or school-related activity or function whether or not it is held on school premises, such as field trips or athletic events where students are under the school's ~~control~~ authority, or where an employee is engaged in school business.

This policy also applies to conduct using a telecommunications access device or telecommunications service provider that occurs off school premises if the telecommunications access device or the telecommunications service provider is owned by or under the control of the District. Misconduct occurring outside of school may also be disciplined if it interferes with the school environment.

"Bullying" is any written, verbal, psychological, physical act or electronic communication, including but not limited to cyberbullying, that is intended or that a reasonable person would know is likely to harm one or more students either directly or indirectly by doing any of the following:

a. Substantially interfering with education opportunities, benefits, or programs of one or more students
b. Adversely affecting the ability of a student to participate in or benefit from the District's educational programs or activities by placing the student in reasonable fear of physical harm or by causing emotional distress
c. Having an actual and substantial detrimental effect on a student's physical or mental health
d. Causing substantial disruption in, or substantial interference with, the orderly operation of the school

~~"Cyberbulling" is any electronic communication that is intended or that a reasonable person would know is likely to harm one or more students either directly or indirectly by doing any of the following:~~

~~a. Substantially interfering with education opportunities, benefits, or programs of one or more students~~
~~b. Adversely affecting the ability of a student to participate in or benefit from the District's educational programs or activities by placing the student in reasonable fear of physical harm or by causing emotional distress~~
~~c. Having an actual and substantial detrimental effect on a student's physical or mental health~~
~~d. Causing substantial disruption in, or substantial interference with, the orderly operation of the school~~

Bullying includes a person willfully ~~and repeatedly~~ exercising power or control over another with hostile or malicious intent (i.e., ~~repeated~~ oppression, physical or psychological, of a less powerful individual by a more powerful individual or group). ~~that is reasonably perceived as being motivated either by~~ Bullying may be related but not limited to an~~y~~ actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression or a mental, physical, or sensory disability or impairment; or by any other distinguishing characteristic. ~~Bullying can be physical, verbal, psychological, written or a combination of all four. Some~~

~~e~~Examples of bullying ~~are~~ may include but are not limited to:

a. Physical – hitting, kicking, spitting, pushing, pulling; taking and/or damaging personal belongings or extorting money, blocking or impeding student movement, unwelcome physical contact
b. Verbal – taunting, malicious teasing, insulting, name calling, making threats
c. Psychological – spreading rumors, manipulating social relationships, coercion, or engaging in social exclusion/shunning, extortion, or intimidation
d. Written - graphic or electronically transmitted
e. Cyberbullying

Any student, whether victim or not, who believes s/he has been or is the victim of bullying, or who is aware of another student who has been or is the victim of bullying, should, and every staff member must, report the situation to the building principal or his/her designee. Complaints against the building principal should be filed with the Superintendent or his/her designee. The student may also report concerns to a ~~teacher or counselor~~ staff member who will be responsible for notifying the appropriate building administrator.

The building principal (or his/her designee) shall investigate, as promptly as the circumstances permit, and document all complaints about bullying (as defined in this policy) and other behavior which may violate this policy. If the investigation finds an instance of bullying has occurred, it will result in appropriate consequences.

The individual responsible for conducting the investigation shall notify the parents/legal guardians of the victim, as well as of the perpetrator, of the ~~verified~~ reported incident(s) of bullying as well as the results of the investigation to the extent consistent with student confidentiality requirements. A record of this contact, or attempt to notify, shall be noted.

The individual responsible for conducting the investigation shall document all reported incidents which are prohibited and report all ~~verified~~ reported incidents of bullying or other behavior which violates this policy, as well as any remedial action taken, to the Superintendent or his/her designee.

The Superintendent, or his/her designee, shall submit a compiled report to the Board on an annual basis. The Superintendent is responsible for implementation of this policy. This policy will be publicized by being placed on the School District's website and in student handbooks.
Retaliation, or making a false accusation against a target of bullying, a witness, another person with reliable information about an act of bullying, or any person who reports, is thought to have reported, files a complaint, or otherwise participates in an investigation or inquiry concerning allegations of bullying is prohibited. Such retaliation shall be considered a serious violation of Board policy and independent of whether a complaint is substantiated. Suspected retaliation or false accusations should be reported in the same manner as bullying behavior. Making intentionally false reports about bullying behavior for the purpose of getting someone in trouble is similarly prohibited. Retaliation and intentionally false reports may result in disciplinary action as indicated above.

This policy is not intended to and should not be interpreted to interfere with legitimate free speech rights of any individual. However, the District reserves the right and responsibility to maintain a safe environment for students, conducive to learning and other legitimate objectives of the school program. This policy is published in the student handbook annually, which is accessible on the school and district websites.

Confidentiality
To the extent appropriate and/or legally permitted, confidentiality will be maintained during the investigation process. However, a proper investigation will, in some circumstances, require the disclosure of names and allegations. To the extent permitted by law, documents comprising the investigation will be maintained in a secure manner, will not be co-mingled with other documents, and will be disclosed only in accordance with law or on a "need to know" basis.

LEGAL REF: Matt Epling Safe School Law (MCL 380.1310b)

First Reading – Board Policy, Personnel

GAA – Goals and Objectives

The Policy Committee has reviewed changes for the following policy.

BOARD POLICY **GAA**
PERSONNEL ~~**JUNE 20, 1988**~~
GOALS AND OBJECTIVES **MAY 20, 2024**

~~The excellence of the entire staff determines the success of a quality educational experience for the students of the District. The Board is interested in its personnel as individuals, and it recognizes its responsibility for promoting the general welfare of the staff.~~

~~The Board's specific personnel goals are:~~

1. ~~To employ the best available personnel to staff the school system~~
2. ~~To provide compensation and benefits for staff welfare~~
3. ~~To develop and implement personnel evaluation processes which will contribute to the improvement of staff capabilities and the learning program~~
4. ~~To provide in-service training~~

~~5. To assign personnel so as to ensure they are utilized as effectively as possible~~

~~6. To develop a climate which will produce the highest staff performance, morale and satisfaction~~

The overall quality of the educational and social-emotional experience offered to students and families is dependent upon well-trained, skillful, compassionate, enthusiastic, and dedicated staff members serving in every role across the district. The District supports staff members as people and professionals, embracing its responsibility to promote general wellness.

The ~~Board's~~ District's specific personnel goals are:

1. To seek, attract, recruit, and employ the best available personnel to staff the school ~~system~~ district
2. To provide competitive compensation and quality benefits for staff
3. To promote collaborative efforts among staff to positively impact student learning through the improvement of instruction, and support of general wellness among both staff and students
4. To develop, adopt, and implement personnel evaluation processes that prioritize professional growth, provide focus for staff to systematically enhance skills and knowledge, establish accountability for job performance, and contribute to the continuous improvement of the district's learning programs ~~which will contribute to the improvement of staff capabilities and the learning program~~
5. To ~~provide in-service training~~ enhance employee capacity through ~~in-service~~ training and meaningful opportunities for professional growth
6. To assign personnel in a manner that best fits the needs of students and the operation of the District while also considering the position that affords the staff member the best possible opportunity for their success ~~so as to ensure they are utilized as effectively as possible~~
7. ~~To develop~~ To promote staff morale through the development of positive environments that are welcoming, safe, and encouraging for staff to engage, excel, and experience satisfaction in their roles ~~a climate which will produce the highest staff performance, morale and satisfaction~~

First Reading – Board Policy, Personnel

GBN – Employment Status of Certificated Personnel

The Policy Committee has reviewed changes for the following policy.

BOARD POLICY GBN
PROFESSIONAL PERSONNEL
~~SEPARATION~~ EMPLOYMENT STATUS OF CERTIFICATED PERSONNEL

~~**JUNE 20, 1988**~~
MAY 20, 2024

The decision on the employment status of ~~these~~ certificated personnel ~~individuals~~ shall include consideration of the Superintendent or designee's recommendations for reemployment, separation, or an additional year of probation. All procedures shall be in conformance with the tenure act, any individual written contracts, appropriate collective bargaining agreements, and law. ~~It is the policy of the Board of Education~~ The District will ~~to~~ notify probationary and tenured personnel of their employment status no later than the date established by state law and contractual agreements. ~~The decision on the employment status of these individuals shall include consideration of the Superintendent's recommendations for reemployment, separation, or an additional year of probation.~~

CROSS REF.: GBI - Professional Personnel Evaluation, Master Agreements: LEADS, LEA
LEGAL REF.: MCLA 38.101 *et seq.* ~~(Legal References Updated 3/12/07)~~

First Reading – Board Policy, Personnel

GBQ – Retirement System

The Policy Committee has reviewed changes for the following policy.

BOARD POLICY **GBQ**
PERSONNEL
RETIREMENT SYSTEM

~~**JUNE 20, 1988**~~
MAY 20, 2024

~~Employees are covered for retirement pension purposes under the Michigan Public School Employees Retirement System Retirement Act.~~

~~The Michigan Public School Employees Retirement System Act was recently amended by Act 91 of the Public Acts of 1985, to provide for tax deferment of a Michigan Public School Employees Retirement System member's contributions picked up as provided under Section 414(h) (2) of the United States Internal Revenue Code.~~

~~The Livonia Public Schools School District Board elects to pick up Michigan Public School Employees Retirement System members' contributions as provided by the Internal Revenue Code. The contributions picked up shall be remitted directly by the Livonia Public Schools School District to the Michigan Public School Employees System. Further contributions remitted are designated as employer contributions for purposes of the Retirement System which are being paid by the Livonia Public Schools School District in lieu of the employee contribution requirements and the employees will not be given the option to receive the contributed amounts directly instead of having them paid to the pension plan.~~

The Michigan Public School Employees Retirement System (MPSERS) was established by Public Act 136 of 1945 to provide a system of uniform retirement benefits for employees of local school districts in the State of Michigan. Health care benefits were added by legislators in 1975. The provisions governing MPSERS were later recodified as Public Act 300 of 1980, the Public School Employees' Retirement Act. That act, as amended, governs the retirement system and includes provisions related to the retirement system's board, benefit vesting, eligibility age and years of service, the calculation of service credit and purchase of credit rules, employee contributions, and the determination of benefit levels.

MPSERS is administered by the Office of Retirement Services (ORS) in the Department of Technology Management and Budget. ORS administers a Defined Benefit Plan, a Defined Contribution Plan, and two hybrid plans for public school employees. ORS also administers two retiree healthcare plans: the premium subsidy benefit and the Personal Healthcare Fund. Employees of Livonia Public Schools are automatically enrolled into MPSERS. The date an employee first works for a Michigan public school determines the plans an employee is eligible to participate in. All retirement plans require an employee contribution. The District shall make the required employer contributions.

CROSS REF.: Master Agreements: LEADS, LEA, SEALS, AFSCME, LSA, LPA
LEGAL REF.: MCLA, 38.1301 *et seq.* ~~(Legal References Updated 3/12/07)~~

First Reading – Board Policy, Personnel

GBRA – Medical Examination of Employees

The Policy Committee has reviewed changes for the following policy.

BOARD POLICY **GBRA**
PERSONNEL
MEDICAL ~~**PHYSICAL**~~ **EXAMINATION OF EMPLOYEES**

~~**JUNE 20, 1988**~~
MAY 20, 2024

~~The Board of Education grants to the administration the right to require applicants and employees to submit to mental and physical examinations.~~

The Superintendent or his/her designee may require an employee to submit to a medical examination when:

- Required or permitted by federal or state law.
- Required or permitted by the employee's contract of employment or collective bargaining agreement and permitted by federal or state law.
- Information suggests that a health condition may be negatively affecting the employee's ability to perform the essential functions of his or her job.

- Information suggests that the employee has a health condition which may endanger the health of students, the employee or other employees.

- An employee has provided medical documentation as the basis for a health leave or in return from a health leave and the School District believes that a second medical opinion is appropriate.

When the Superintendent or designee has required an employee to submit to a medical examination, all costs will be borne by the School District. The employee will be required to sign releases authorizing his or her physicians to release related information to the School District's physician. The physician of the District's choosing will submit a copy of the report of the examination directly to the Superintendent or his/her designee.

CROSS REF.: Master Agreements: LEA, LEADS, SEALS, AFSCME, LSA, LPA
LEGAL REF.: 42 USC 12101 *et seq.;* MCLA, 37.1101 *et seq.* ~~(Legal References Updated 3/12/07)~~

Hearing From Board Members No Board Member comment.

Adjournmen Off/Supt/tg President Bradford adjourned the meeting at 8:35 p.m.