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 2nd 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.

Name	Date Effective
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 l 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 BBBC
BOARD OPERATIONS
BOARD MEMBER EXPENSE AND DEVELOPMENT OPPORTUNITIES ~~**July 15, 2024**~~ **September 22, 2025**

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

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

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

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

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

LEGAL REF: MCL 380.1254

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
DISCRIMINATORY HARASSMENT OF EMPLOYEES OR APPLICANTS FOR EMPLOYMENT

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

Discriminatory harassment of employees or applicants for employment by School District employees, Board members, vendors, contractors or others doing business with the School District, students, parents, invitees, guests, volunteers, etc., will not be tolerated. "Discriminatory harassment" means unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct relating to an individual's sex (including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity), race, color, national origin, age, religion, height, weight, marital status, or disability, ~~sexual orientation, sexual identity, or transgender status~~ when (a) submission to the conduct is made a condition of obtaining

employment; (b) submission to, or rejection of, the conduct is used as a factor in decisions affecting the individual's employment; or (c) such conduct or communication has the purpose or effect of substantially interfering with the individual's employment, or creates an intimidating, hostile, or offensive work environment.

Any employee or applicant who believes that he or she has suffered discriminatory harassment ~~shall immediately~~ should promptly report the incident(s) to the Director of Human Resources. In the event the employee or applicant cannot report to the Director of Human Resources, the employee ~~shall~~ should promptly report the incident(s) to the Superintendent. In the event that the employee or applicant is charging the Superintendent or a Board member with discriminatory harassment, he or she ~~shall immediately~~ should promptly report the incident(s) to the Board President. In the event that the employee or applicant is charging the Board President with such harassment, he or she ~~shall~~ should promptly report the incident to the Vice President of the Board. Any employee who has notice of discrimination or harassment on the basis of sex of an employee or applicant ~~shall immediately~~ should promptly notify the Title IX Coordinator. Any member of administration who becomes aware of discriminatory harassment of an employee or applicant on the basis of a protected class other than sex ~~shall immediately~~ should promptly notify the Director of Human Resources. Reports of discriminatory harassment may be made orally or in writing.

~~The School District guarantees that an employee or applicant reporting an incident(s) of discriminatory harassment will not suffer any form of reprisal.~~

In determining whether the alleged conduct constitutes discriminatory harassment, the totality of their circumstances, the nature of the conduct, and the context in which the alleged incident(s) occurred will be investigated. The School District has the responsibility of investigating and resolving complaints of discriminatory harassment. The School District shall first determine whether the complaint concerns allegations of (a) discrimination on the basis of sex in the educational programs and activities which it operates~~,~~ (including employment, admissions, recruitment, referrals, and collective bargaining), or (b) sexual harassment. If the allegations concern either of these matters, ~~then~~ the ~~Director of Human Resources must notify the~~ Title IX Coordinator ~~and the complaint shall be resolved~~ shall resolve the complaint in accordance with the Title IX grievance procedures of Administrative Procedure JAA. If the Title IX grievance procedures are not applicable based upon the conduct alleged, ~~then~~ the allegations will be investigated in accordance with the procedures set forth Policy GAAA.

In cases where the alleged discriminatory harassment was committed by the Superintendent or a member of the Board of Education, the School District will appoint outside legal counsel to investigate the alleged incident(s). The results of an investigation and any action taken thereon will be communicated to the ~~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 **JCED**
PERSONNEL ~~**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