



7273 Wing Lake Road, Bloomfield Hills, MI 48301

TO: Board of Education
FROM: Rick West, Superintendent
DATE: February 23, 2026
RE: Proposed Updates to Board Policies

In partnership with Miller Johnson, our school policy service provider, it is the recommendation of the administration that the following changes to board policy, which have been reviewed during a first reading on January 26, and are now being presented for a final reading and adoption. Accompanying this memo, you will find the current policy, proposed changes to policy and rationale for changes outlined.

Proposed changes to board policy are shown in blue, and deletions are shown in red.

2000 Series: Students

Todd Bidlack, Assistant Superintendent of Learning Services

- 2002: Graduation Requirements

4000 Series: Personnel

Joe Duda, Assistant Superintendent of Human Resources and Title IX Coordinator

- 4003: Employee Salary Schedules

6000 Series: Facilities and Operations

Rick West, Superintendent

- 6002: Safety and Security
- 6003: Firearms and Other Weapons

7000 Series: School Community Relations

Karen Huyghe, Director of Communications

- 7001: Public Information

8000 Series: General Policies

Joe Duda, Assistant Superintendent of Human Resources and Title IX Coordinator

- 8002: Americans with Disabilities Act and Section 504 of the Rehabilitation Act

2002: Learning and Achievement (Graduation Requirements)

Current Policy

Graduation Requirements

In order to graduate and receive a high school diploma from the School District, a student must successfully complete all coursework required by law, all credits, coursework and assessments required by the School District and all other requirements that may be established and published from time to time by the Board.

Proposed Changes

Graduation Requirements

In order to graduate and receive a high school diploma from the School District, a student must successfully complete [all legal requirements, including coursework](#) required by law, all credits, coursework, and assessments required by the School District, and other requirements that may be established and published from time to time by the Board. [The School District will adopt Administrative Regulations implementing this policy.](#)

Rationale

Pursuant to MiLEAP and Universal FAFSA Challenge, districts are required to adopt policy and administrative regulations memorializing the graduation requirement of FAFSA completion (including exemptions). Learning Services has drafted administrative regulations, which would go in effect 30 days after board approval of the accompanying policy. The associated regulations can be found [here](#), and do not require adoption by the school board.

4003: Conditions of Employment (Salary Schedules)

Current Policy

The proposed changes are new.

Proposed Changes

Salary Schedules

Pursuant to Michigan law, all employees must be paid to a normal salary schedule. For those employees that are not part of a collective bargaining unit with a contract that provides normal salary schedules, normal salary schedules will be implemented by the District setting out base pay for each job classification. Job classifications for non-bargaining unit employees are to be determined by the Superintendent. The Superintendent is delegated the authority to create and implement normal salary schedules for all non-bargaining unit employees (except for the Superintendent), but such salary schedules must be provided to the Board of Education prior to implementation. The normal salary schedule for the Superintendent must be presented to the Board of Education for approval on a yearly basis.

Rationale

Pursuant to the decision from the Michigan Supreme Court (*Batista v ORS*), the Court made clear that under the Michigan Public School Employees Retirement Act, all public school employees must have a normal salary schedule in order to get credit for any year-over-year increases in compensation for pension purposes. This Policy is to ensure compliance with the statute and set out the policy for the creation and approval of those salary schedules.

Bloomfield Hills Schools is undergoing a salary study, which is scheduled to be completed Spring 2026. Adding this new language to 4003: Conditions of Employment delegates to the Superintendent the authority to create salary schedules for employees (with review by Board), except for the Superintendent's salary schedule, which must be approved by the Board.

6002: Safety and Security

Current Policy

Generally

School District facilities and grounds will be kept safe and secure. Such facilities and grounds should also be maintained as clean and attractive. The Superintendent will develop and implement a maintenance program for the safe and efficient operation of the School District. The program will provide for the regular inspection and periodic maintenance of all School District facilities and be compliant with all applicable safety, health and environmental requirements.

The School District will undertake reasonable cooperative efforts with law enforcement agencies. The Superintendent and building administrators have the responsibility and authority to determine when the presence or assistance of law enforcement officers is necessary on School District premises and School-related functions.

Threat Assessment and Suicide Intervention

The Superintendent will develop a threat assessment and suicide intervention protocol aimed at addressing situations which may pose a threat to the health, safety, and welfare of themselves or the school community. The goal of the threat assessment and suicide intervention process is to take appropriate preventive or corrective measures to maintain a safe school environment, protect and support potential victims, and provide assistance, as appropriate, to any student or staff member being assessed.

Proposed Changes

Generally

School District facilities and grounds will be kept safe and secure. Such facilities and grounds should also be maintained as clean and attractive. The Superintendent will develop and implement a maintenance program for the safe and efficient operation of the School District. The program will provide for the regular inspection and periodic maintenance of all School District facilities and be compliant with all applicable safety, health and environmental requirements.

The School District will undertake reasonable cooperative efforts with law enforcement agencies. The Superintendent and building administrators have the responsibility and authority to determine when the presence or assistance of law enforcement officers is necessary on School District premises and School-related functions.

Behavior Threat Assessment and Management Team ~~Suicide Intervention~~

*The Superintendent will develop a **behavior** threat assessment and **management team**, including **duties ~~suicide-intervention-protocol~~** aimed at addressing situations which may pose a threat to the health, safety, and welfare of themselves or the school community **pursuant to MCL 380.1308e**. The goal of the **behavior** threat assessment and **management team ~~suicide-intervention-process~~** is to take appropriate preventive or corrective measures to maintain a safe school environment, protect and support potential victims, and provide assistance, as appropriate, to any student or staff member being assessed.*

Rationale

The Governor recently signed legislation that enhanced classroom safety for students and educators by establishing a behavior threat assessment and management team. This team will monitor students' concerning behaviors, implement supportive measures to mitigate potential threats, and provide

students with the tools they need to thrive.

The District must implement the noted provision by October 1, 2026.

This is explained in greater detail below:

Under the legislature's recent changes to MCL 380.1308e, schools must establish a "Behavior Threat Assessment and Management Team" by October 1, 2026. Additionally, MCL 380.1308c requires the state to issue standardized response terminology by July 1, 2026, which districts must adopt beginning with the 2026–2027 school year. This terminology will likely include suicide-related concerns.

To align with this framework and legislative change, we replaced the term "suicide intervention protocol" with "behavior threat assessment and management team" in Policy 6002 and 6002-AR. This ensures consistency with the statute while still addressing suicide risk.

Although the specific phrase was removed, MCL 380.1308e clearly covers suicide-related concerns through its broader mandate to identify, assess, and respond to behaviors indicating potential harm to self. The law requires:

- *Education on warning signs (including suicidal ideation)*
- *Monitoring and assessment of concerning behavior*
- *Mental health professional involvement*
- *Written support plans*

Districts still have full authority to implement research-based suicide intervention protocols under this statute. The change is purely terminological—not a reduction in responsibility.

6003: Firearms and Other Weapons

Current Policy

Firearms and other weapons are prohibited on/in District premises and facilities, in District vehicles, and at District-related functions. Any person who violates or threatens to violate this policy may be reported to police authorities and will be refused entry to or removed from District premises, facilities, vehicles and/or District-related functions. District employees or contractors who violate this policy are subject to discipline, up to and including termination or debarment. District students who violate this policy are also subject to discipline, up to and including permanent expulsion. This policy does not prohibit the possession of firearms or other weapons by law enforcement personnel on/in District premises and facilities, in District vehicles, and at District-related functions. Additionally, this policy does not prohibit the possession of firearms or other weapons on/in District premises and facilities, in District vehicles, and at District-related functions by other persons who have either: received written permission from the District's Superintendent, with prior notice to the District's Board of Education, or permission by a vote of the District's Board of Education at an open meeting, provided in both instances the possession is strictly within the scope of the permission granted.

The word "weapon," as used in this policy, includes, without limitation: firearms (including starter guns or pistols); devices designed to expel a projectile by the action of an explosive (including devices that may be readily converted to do so); destructive devices; explosive, incendiary or poison grenades, bombs, rockets or charges; mines or similar devices; knives with blades longer than 3 inches or similar devices; and, pocket knives opened by mechanical devices, such as switches blades.

The Superintendent is authorized to implement regulations, procedures or protocols to enforce this policy.

Proposed Changes

~~Firearms and other weapons are prohibited on/in District premises and facilities, in District vehicles, and at District-related functions. Any person who violates or threatens to violate this policy may be reported to police authorities and will be refused entry to or removed from District premises, facilities, vehicles and/or District-related functions. District employees or contractors who violate this policy are subject to discipline, up to and including termination or debarment. District students who violate this policy are also subject to discipline, up to and including permanent expulsion. This policy does not prohibit the possession of firearms or other weapons by law enforcement personnel on/in District premises and facilities, in District vehicles, and at District-related functions. Additionally, this policy does not prohibit the possession of firearms or other weapons on/in District premises and facilities, in District vehicles, and at District-related functions by other persons who have either: received written permission from the District's Superintendent, with prior notice to the District's Board of Education, or permission by a vote of the District's Board of Education at an open meeting, provided in both instances the possession is strictly within the scope of the permission granted.~~

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~~The Superintendent is authorized to implement regulations, procedures or protocols to enforce this policy.~~

Generally

To the full extent permitted by law, the District prohibits firearms and other weapons on District premises and at District-related functions, without prior, written approval from the District's Superintendent. District employees and students who violate this policy are subject to discipline, including permanent expulsion or discharge. Others who violate this policy are subject to being banned from District premises and District-related functions. The District reserves the right to report to police authorities any person who violates this policy.

The word "weapon," as used in this policy, includes, without limitation: firearms (including starter guns or pistols); devices designed to expel a projectile by the action of an explosive (including devices that may be readily converted to do so); destructive devices; explosive, incendiary or poison grenades, bombs, rockets or charges; mines or similar devices; knives with blades longer than 3 inches or similar devices; and, pocket knives opened by mechanical devices, such as switches blades.

The Superintendent is authorized to implement regulations, procedures or protocols to enforce this policy.

Safe Storage of Firearms

Beginning October 1, 2025, and every October 1 thereafter, the District shall distribute (by electronic or mail) information regarding the safe storage of firearms, developed by the Michigan Department of Health and Human Services, to the parent or legal guardian of each student enrolled in the District. By not later than October 1, 2025, the District shall post links to the Michigan Department of Education's webpages describing the English, Spanish, and Arabic versions of the informational notice on the website of the District.

Rationale

We are recommending 6003: Firearms and Other Weapons policy align with what has been recommended by Miller Johnson in its entirety. Our practices have been in place long before the Public Act 17 of 2023, took effect on February 13, 2024, aimed to protect students from gun violence by mandating that information on the safe storage of firearms, developed by the Michigan Department of Health and Human Services by July 1, 2025, be distributed to parents of students by Districts beginning October 1, 2025, and every October 1 thereafter.

7001: Goal (Public Information)

Current Policy

The community should be regularly informed about the objectives, achievements and condition of the School District. The Board recognizes the importance of community input and encourages active involvement in School District planning and operations.

Public Information

The School District annually releases a comprehensive Annual Education Report (AER) and other information in accordance with state and federal reporting requirements. The Superintendent will utilize various media to provide for meaningful sharing of information between the School District and the community and will report to the Board of Education, at least annually, all current and new media strategies implemented the previous school year.

In accordance with the Michigan Freedom of Information Act (FOIA), MCL 15.231 *et seq.*, the School District will make public records available for inspection or duplication. The Superintendent is the School District's FOIA Coordinator and will develop administrative regulations necessary to implement the requirements of the Act. The regulations will include a schedule of costs to be charged, as allowable under the Act. The Superintendent may designate another individual to perform on his or her behalf in receiving, processing, granting and denying requests for public records.

Proposed Changes

The community should be regularly informed about the objectives, achievements and condition of the School District. The Board recognizes the importance of community input and encourages active involvement in School District planning and operations.

Public Information

The School District annually releases a comprehensive Annual Education Report (AER) and other information in accordance with state and federal reporting requirements. The Superintendent will utilize various media to provide for meaningful sharing of information between the School District and the community and will report to the Board of Education, at least annually, all current and new media strategies implemented the previous school year.

*In accordance with the Michigan Freedom of Information Act (FOIA), MCL 15.231 *et seq.*, the School District will make public records available for inspection or duplication. The **Assistant Superintendent of Human Resources and Title IX Coordinator** ~~Superintendent~~ is the School District's FOIA Coordinator and will develop administrative regulations necessary to implement the requirements of the Act. The regulations will include a schedule of costs to be charged, as allowable under the Act. The Superintendent may designate another individual to perform on his or her behalf in receiving, processing, granting and denying requests for public records.*

Rationale

The Assistant Superintendent of Human Resources and Title IX Coordinator is responsible for FOIA, and so the policy has been updated accordingly.

8002: American with Disabilities Act and Section 504 of the Rehabilitation Act

Current Policy

In accordance with [Section 504 of the Rehabilitation Act of 1973](#) (Section 504), and [Title II of the Americans with Disabilities Act](#) (ADA), the School District will ensure that no otherwise qualified individual with a disability shall, solely by reason of his/her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination. The School District does not discriminate in admission or access to, participation in or treatment of, students with disabilities in its programs and activities. Similarly, the School District does not discriminate against any job applicant or employee with a disability in any term or condition of employment or in the recruitment process.

The District has developed guidelines for providing a free appropriate public education (FAPE) to students under Section 504 and the ADA, which may be accessed by clicking on the following link: https://www.bloomfield.org/uploaded/Departments/Special_Ed/F300_Section_504_Manual_revised_0113.pdf

The Superintendent appoints the Director of Special Education to serve as the School District's Compliance Officer for employment issues, FAPE, and other accessibility issues arising under Section 504 and the ADA. The Superintendent will develop a complaint procedure for the processing and early disposition of alleged violations of the policy.

Service Animals are allowed on School District property to the extent required or permitted by law. For any requests to have non-service animals on school grounds, the Superintendent shall develop administrative regulations for the review and approval of such requests. Emotional support animals are not considered Service Animals for purposes of this policy. This policy applies to employees, students, volunteers, and visitors.

Proposed Changes

In accordance with [Section 504 of the Rehabilitation Act of 1973](#) (Section 504), and [Title II of the Americans with Disabilities Act](#) (ADA), the School District will ensure that no otherwise qualified individual with a disability shall, solely by reason of his/her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination. The School District does not discriminate in admission or access to, participation in, or treatment of students with disabilities in its programs and activities. Similarly, the School District does not discriminate against any job applicant or employee with a disability in any term or condition of employment or in the recruitment process.

The District has developed guidelines for providing a free appropriate public education (FAPE) to students under Section 504 and the ADA, which may be accessed by clicking on the following link: https://www.bloomfield.org/uploaded/Departments/Special_Ed/F300_Section_504_Manual_revised_0113.pdf

The Superintendent appoints the Director of Special Education to serve as the School District's Compliance Officer for employment issues arising under Section 504 and the ADA; and, [Director of Special Education to serve as the School District's Compliance Officer for FAPE and other accessibility issues arising under Section 504 and the ADA](#). The Superintendent will develop a complaint procedure for the processing and early disposition of alleged violations of the policy.

Service Animals are allowed on School District property to the extent required or permitted by law. For any requests to have non-service animals on school grounds, the Superintendent shall develop administrative regulations for the review and approval of such requests. Emotional support animals are not considered Service Animals for purposes of this policy. This policy applies to employees, students, volunteers, and visitors.

The District permits the use of Therapy Animals in a manner consistent with the administrative regulations developed by the Superintendent.

Rationale

Miller Johnson is recommending the additional verbiage be added, in response to an increase in districts seeking policy statements on therapy dogs. Such animals are different, of course, from service animals, which are expressly addressed by the ADA. Bloomfield Hills has administrative regulations in place under 8010-AR: Service Animals, and 8011-AR: Therapy Dogs.