



February 26, 2014

Michael J. Steinberg  
Legal Director  
American Civil Liberties Union of Michigan  
2966 Woodward Avenue  
Detroit, Michigan 48201

**Re: *Preschool Teacher Posting***

Dear Mr. Steinberg:

Thank you for your letter dated February 25, 2014, in which you brought to my attention, the egregious error outlined in the job posting for preschool teachers in three Education Achievement Authority of Michigan ("EAA") schools: Bethune, Law and Brenda Scott.

First, it is important to note that as a public school system we are very much aware of our Constitutional requirement to remain neutral in matters of religion and to foster an environment of inclusiveness for all of our students and teachers. Secondly, the EAA is, and will continue to be, an equal opportunity employer that complies with all applicable federal and state laws. Thus, we do not, and will not, discriminate with respect to employment or educational programs/activities on the basis of race, color, national origin, age, marital status, gender, sexual orientation, gender identity, gender expression, disability, religion, height, weight or veteran status.

Finally, please be advised that we have removed the preschool job posting that you referenced from our website and will repost a revised job description (which will be devoid of any religious reference). Moreover, going forward a strong, concerted effort will be made to ensure that this type of error does not occur again.

The EAA does not take matters such as this lightly, and again, we are committed to doing everything possible to ensure full compliance with all laws and to provide a welcoming environment for every staff member and student.

Sincerely,

J. Wm. Covington  
Chancellor