

**Okemos Board of Education  
Okemos, Michigan 48864  
REGULAR MEETING OCTOBER 23, 2023**

The regular meeting of the Okemos Board of Education was called to order by President Gebara at 6:00 p.m.

Call To Order

Members Present: Tom Buffett, Katie Cavanaugh, Mary Gebara, Melanie Lynn, Andrew Phelps and Jayme Taylor

Members Absent: Shulawn Doxie

Member Doxie arrived at 6:04 p.m.

MOVED by Tom Buffett, SUPPORTED by Katie Cavanaugh that the board adjourn to Executive Session pursuant to Section 8(a) of the Open Meetings Act for the purpose of discussing contract negotiations.

Closed Session

Roll Call Vote

Tom Buffett	Yes	Melanie Lynn	Yes
Katie Cavanaugh	Yes	Andrew Phelps	Yes
Mary Gebara	Yes	Jayme Taylor	Yes
Shulawn Doxie	Yes		

AYE: 7 NAY: 0 ABSENT: 0 **MOTION CARRIED**

The board adjourned to executive session at 6:05 p.m.

Reconvene

The board reconvened from executive session at 7:50 p.m.

Members Present: Tom Buffett, Katie Cavanaugh, Shulawn Doxie, Mary Gebara, Melanie Lynn, Andrew Phelps and Jayme Taylor

Administrators: Superintendent John Hood; Assistant Superintendent Stacy Bailey; HR Director Mario Martinez; Finance Director Elizabeth Lentz

Assistant Superintendent Stacy Bailey, and DEI Director Lara Slee provided an overview of district benchmark assessment results, along with key initiatives that will be utilized to address students' needs during the 2023-2024 school year. Mrs. Bailey reviewed the MCIP approach, MTSS, and the integration with Strategic and Equity Plan goals. Mid-year and end-of-year growth goals were shared in literacy and math. Screener data was reviewed for subgroups which include black or African American, economically disadvantaged and special education. In addition, the district's goal setting process, as well as its focus on the four values that have the biggest impact on student growth were reviewed.

Benchmark  
Assessment Data

State assessment data trends over the last few years and broken down by subgroups were shared. Achievement goals in all four content areas, including a definition for projected growth was provided. Examples of 23-24 supports were given and include: training in Orton Gillingham, universal design for learning, LETRS, after-school tutoring, and FAME. The change in the district's approach to credit recovery was described, as well as a new co-teaching model with general and special education teachers together. The impact of social emotional health on growth was reviewed, as well as the district's new screener system BASC-3. Upcoming presentations on MTSS, non-academic data, special education were forecasted.

Members discussed the following: goals for 22-23 for comparison; MI Kids Back on Track grant funding; background on why these are reasonable goals; what was learned from

MYSAEBRS; can you meet expected growth and not be proficient; and club participation.

PHASE  
Curriculum

Assistant Superintendent Stacy Bailey presented information regarding proposed Personal Health and Sexuality Education curriculum for use by students in 6th grade. The proposed curriculum has already been previewed and unanimously approved for use by the PHASE (Personal Health and Sex Education) board. Mrs. Bailey also explained the reason for the adequate information to proceed and expediting the process.

Adequate Informat  
Proceed

MOVED by Melanie Lynn, SUPPORTED by Katie Cavanaugh that the board waive policy 8344.1 requirements and take action on whether to approve the proposed PHASE curriculum.

Citizens Address  
Agenda & Non-  
Agenda Items

AYE: 7 NAY: 0 ABSENT: 0 **MOTION CARRIED**

No one addressed the board.

High School  
Student Report

High School Student Representatives reported on the following: athletics update; stadium updates; German Student Exchange; upcoming Mark Wood and orchestra concert; end of 1<sup>st</sup> quarter; upcoming Halloween spirit week; Marching band season and upcoming concert; upcoming production of Clue; recent bottle and can drive for NHS; upcoming Trunk or Treat event; and ACTION club activity.

Superintendent's  
Report

Superintendent Hood reported on the following: Introduced the district's new Director of Safety and Security Katie Diehl; traffic safety update and recent improvements; congratulated Vanessa Nahat on recent grant award; IISD and intensive coaching session at Bennett Woods; memorial for former superintendent Lee Gerard.

Board Reports &  
Request

Members inquired about the following: what is the role of the district when implementing safety improvements; and an update on hiring Communications Specialist and HR Specialist.

President Gebara acknowledged correspondence from the following: Abdalla Adlan regarding course enrollment; Isabel Wang, Kayla Byrd-Daniels, Theresa Rice-Olowolafe, and Lillie Stern regarding school start times; Laura Hall and Tasha Warren-Yehuda concerning student traffic safety; Nathan Mahn concerning the E3 Program; Amy Greenberg and Arthur Ward concerning a student incident; Corey Quintus regarding Wardcliff fields; and OEA Leadership regarding wage and benefit study.

Members discussed the following: German Student Exchange and hosting experience; other ways to engage community and possible discussion item; recent National Merit Finalist reception; acknowledged the hard work and efforts of the High School Football team; and upcoming OEF banquet.

Consent Agenda

MOVED by Melanie Lynn, SUPPORTED by Katie Cavanaugh that the board approve items 1, 3 and 5 for immediate implementation and appropriate action. Item 1: Approval of the Minutes of the Regular Meeting of September 25, 2023; Item 3: Approval of the Minutes of the Regular Meeting of October 9, 2023; Item 5: Acknowledge receipt of the September financial statement and approve payment of bills for September.

AYE: 7 NAY: 0 ABSENT: 0 **MOTION CARRIED**

MOVED by Melanie Lynn, SUPPORTED by Katie Cavanaugh that the board approve items 2 and 4 of the consent agenda with corrections to the attendance; Item 2: Approval of

the Minutes of the Executive Session meeting of September 25, 2023; and Item 4: Approval of the Minutes of the Executive Session meeting of October 9, 2023.

**AYE: 7 NAY: 0 ABSENT: 0 MOTION CARRIED**

MOVED by Katie Cavanaugh, SUPPORTED by Mary Gebara that the board adopt the following Personal Health and Sexuality Education curriculum - Puberty: The Wonder Years lesson 6-2, 6-6 and 6-7 for use by students in 6th grade.

PHASE  
Curriculum

**AYE: 7 NAY: 0 ABSENT: 0 MOTION CARRIED**

MOVED by Andy Phelps, SUPPORTED by Katie Cavanaugh that the board waive the reading and adopt first reading of board policies 2401 Board Member Elections; 2402 Acceptance of Office and Oath of Office; 2403 Board Member Terms of Office; 2404 Board Member Vacancies and Appointments; 2405 Board Officers; 2501 Meetings; 2501A-F-1 Electronic Meeting Checklist; 2501A-F-2 Advance Notice of Remote Participation; 2501-A-F-3 Electronic Board Meeting Notice; 2501A-F-4 Affidavit of Website Posting of Public Notice of Electronic Board Meeting; 2503 Voting Requirements; 2506 Organizational Meetings; 3101 Insurance; 3102 Smoking, Tobacco Products, Drugs and Alcohol; and 3103 Copyright Compliance.

Board Policy:  
First Reading

**AYE: 7 NAY: 0 ABSENT: 0 MOTION CARRIED**

MOVED by Shulawn Doxie, SUPPORTED by Katie Cavanaugh that the board waive the reading and adopt final reading of board policy 5711 Toilet Training.

Board Policy:  
Final Reading

**AYE: 7 NAY: 0 ABSENT: 0 MOTION CARRIED**

Finance Director Elizabeth Lentz provided information regarding a recent emergency purchase of a boiler replacement at Okemos High School. Board policy 3323 allows for emergency purchases that can affect the health or safety of students.

Facilities  
Purchase

President Gebara recently attended an MASB Workshop on Board Best Practices and proposes a board work session to inform the board as a whole. The work session is scheduled for November 27<sup>th</sup>.

Board Work  
Session

Human Resources Director Mario Martinez provided an overview of critical areas in staffing and forecast future updates for the Board regarding wage adjustments for specific employee groups. As part of the compensation review, Director Martinez is comparing what the district has today to market data; explained which positions, what is being assessed and why was explained. The district previously took a reactionary approach as it pertains to employee compensation and proposes a more proactive, strategic approach. Timelines and next steps were described.

Employee  
Compensation  
Review

Members inquired about the following: strategies used to sustain the process; and where Para pros and substitutes fall on the timeline after the adjustment last year.

There was no public comment.

Public Comment

Member Taylor proposed a discussion regarding recent legislative changes impacting negotiations.

Other Matters

MOVED by Tom Buffett, SUPPORTED by Jayme Taylor that the board adjourn to Executive Session pursuant to Section 8(a) of the Open Meetings Act for the purpose of discussing contract negotiations.

Roll Call Vote

Tom Buffett	Yes	Melanie Lynn	Yes
Katie Cavanaugh	Yes	Andrew Phelps	Yes
Mary Gebara	Yes	Jayme Taylor	Yes
Shulawn Doxie	Yes		

AYE: 7 NAY: 0 ABSENT: 0 **MOTION CARRIED**

The board adjourned to executive session at 9:51 p.m.

The board reconvened from executive session at 10:33 p.m.

Reconvene

Members Present: Tom Buffett, Katie Cavanaugh, Shulawn Doxie, Mary Gebara, Melanie Lynn, Andrew Phelps and Jayme Taylor

Administrators: Superintendent John Hood

President Gebara adjourned the regular meeting at 10:34 p.m.

Adjourn

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Jayme Taylor, Secretary