

**Okemos Board of Education**  
**Okemos, Michigan 48864**  
**REGULAR MEETING MAY 13, 2024**

The regular meeting of the Okemos Board of Education was called to order by President Gebara at 7:01 p.m.	Call To Order
Members Present: Tom Buffett, Katie Cavanaugh, Shulawn Doxie, Mary Gebara, Andrew Phelps and Jayme Taylor	
Members Absent: Melanie Lynn	
Administrators: Superintendent John Hood; Assistant Superintendent Stacy Bailey; HR Director Mario Martinez; Finance Director Elizabeth Lentz	
Assistant Superintendent Stacy Bailey presented the spring benchmark assessment data, while elementary principals provided examples of MTSS in action at the elementary level. Mrs. Bailey explained the district goal setting process and that students are evaluated on growth goals rather than proficiency. Students met and exceeded goals in literacy growth. A reminder of literacy supports and initiatives was provided including good fit groups, reading specialist, Orton Gillingham training, adaptive schools training and more. Students also met and exceeded the goals in math growth. Math supports and initiatives were described including after-school tutoring, summer school opportunities, professional development, universal design and district-aligned criteria for advanced learning opportunities. A social emotional learning presentation will be given in June. Next steps and the goal setting process for 24-25 were reviewed.	Spring Assessment Data
Elementary principals reported on examples of MTSS in action including: the shift from achievement to a focus on growth; shift from a triangle to a diamond shaped MTSS system that supports all learners from interventions to extension; professional learning such as Orton Gillingham and LETRS training; differentiation; small group instruction; and after-school learning opportunities. CR-PBIS supports were reviewed such as student support advisors, friendship groups, support for new students; behavior supports; and school-wide celebrations. Student Support Teams were explained. Teachers also participated in professional learning to support science and social studies instruction.	Elementary MTSS
Superintendent Hood and Finance Director Lentz presented information regarding special education funding. A brief history and background of special education funding was provided. It was explained that Ingham ISD was directed to revise their plan by MDE. They also explained the process the ISD typically uses to develop a funding formula to determine what districts receive; historically developed by committee in collaboration with districts and special education directors. Districts and the ISD are currently working through process frustrations as future funding levels for OPS and others will be impacted in the 25-26 school year budget. Funding sources include local, state, federal funds, and property taxes. Funding uses were described, as well as the current formula versus factors in the upcoming formula. How OPS uses the funds to offset cost, and the philosophical approach to decision-making was reported. A Beekman Center update and Ingham ISD's acquirement of the program was provided.	Special Education Funding
Members inquired about the following: feedback regarding the process; formula components; discretionary millages; how can board members advocate; how is the formula different than other ISDs or RESAs; and who makes up the funding committee.	
The board continued its discussion regarding the development of the 2024-2024 budget. Finance Director Lentz reviewed the following: revisions to the 23-24 budget including transportation funding, ORS credit, grant funding, finance interest, special	2024-2025 Budget Development

education funding revisions due to utilities, operations contracted services, and the COVID cliff. 24-25 legislative funding proposals were reviewed, as well as a breakdown of one-time versus structural revenue and expenses. The budget is projected to include a \$1.8 million use of fund balance. Impending items were discussed. Administration recommends maintaining current levels and priorities.

Members discussed field trip revenue, pension funds and the unfunded healthcare piece.

Citizens Address  
Agenda & Non-  
Agenda Items

No one addressed the board.

Superintendent Hood presented the Student Representative report regarding various activities at Okemos High School including: upcoming prom and post prom activities; recent NHS ceremony; compete for a cause fundraiser, sock out suicide; upcoming fine arts performances; AP exams; and upcoming graduation ceremony.

High School  
Student  
Report

Superintendent Hood reported on the following: meeting with Hiawatha neighbors, CMS groundbreaking event; possible non-voted bond program; and forecasted a new hockey co-op.

Superintendent's  
Report

President Gebara acknowledged correspondence from the following: Rachel Freeman-Baldwin Sock Out Suicide activities; and Ava Harshbarger regarding athletic funding equity.

Board Reports &  
Request

Members reported on the following: special education funding discussion at the ISOA-level; superintendent evaluation training; MASB interview results; Okemos Music Patrons and upcoming fine arts performances.

MOVED by Tom Buffett, SUPPORTED Andy Phelps that the board approve items 1 through 3 for immediate implementation and appropriate action. Item 1: Approval of the Minutes of the Regular Meeting of April 22, 2024; Item 2: Approval of the Minutes of the Special Meeting of May 6, 2024; and Item 3: Acknowledge receipt of the April financial statement and approve payment of bills for April.

Consent Agenda

**AYE: 6 NAY: 0 ABSENT: 1 MOTION CARRIED**

MOVED by Katie Cavanaugh, SUPPORTED by Andy Phelps that the board waive the reading and adopt first reading of board policies: 2303 Violation of Board Code of Ethics 3110 Data Breach Response 3116 District Technology and Acceptable Use 3119 Experimental or Pilot Programs 3205 Disbursements 3301 Purchasing and Procurement 3301A Purchasing and Procurement with Federal Funds 3302 Acquisition of Real Property 3306 Construction Bidding 3307 Construction Administration 3309 Bus Inspections 3405 Bloodborne Pathogens 3407 Asbestos Management 3408 Firearms and Weapons 4109 Break Time for Nursing Mothers 4112 Extracurricular Employees or Volunteers 4202 Children's Protective Services (CPS) Reporting and Student Safety and Welfare 4205 Hiring and Background Checks 4209 Prohibition Against Abortion Referrals and Assistance 4214 Outside Activities and Employment 4215 District Technology and Acceptable Use Policy 4216 Personal Communication Devices 4217 Social Media 4218 Employee Dress and Appearance 4219 Attendance 4220 Use or Disposal of District Property 4221 Employee Speech 4222 Unauthorized Work Stoppage and Strikes 4224 Personnel Files and Payroll Information 4225 Temporary Remote Work 4301 Definition 4302 Minimum Wage and Overtime 4303 Compensatory Time 4304 Employee Timekeeping Responsibilities 4307 Performance Evaluation 4308 Reduction and Recall of Non-Exempt Staff 4401 Definition 4406 Professional Improvement Sabbaticals 4501

Board Policy –  
First Reading

Board Policy 1<sup>st</sup>  
Reading – July 1  
Effective

Definition 4502 Assignment and Transfer 4506 Discipline 4507 Termination 4508  
Administrator Non-Renewal 4601 General 4602 Hiring 4604 Absence/Incapacity 4605  
Gifts and Donations 4607 Non-Renewal 5101 Student Expression 5104 Age of Majority  
5203 Hazing 5204 Student Appearance and Dress Code 5209 Student Use of Cell Phone  
and Electronic Communication Devices 5213 Personal Protection Orders Against Students  
5304 Nonpublic School Students; Part-Time Attendance 5306 International Students 5404  
Free Textbooks, Materials, and Charging of Fees and Fines 5405 Title I Parent and Family  
Engagement Policy.

AYE: 6 NAY: 0 ABSENT: 1 **MOTION CARRIED**

MOVED Jayme Taylor, SUPPORTED by Katie Cavanaugh that the board endorse the  
OHS Spanish student trip to Spain, proposed for June 7-14, 2025 with the understanding  
that students will abide by all school policies and procedures while abroad.

Spanish Student  
Trip

AYE: 6 NAY: 0 ABSENT: 1 **MOTION CARRIED**

MOVED Andy Phelps, SUPPORTED by Jayme Taylor that the board endorse the OHS  
French student trip to Quebec, proposed for February 7-10, 2025 with the understanding  
that students will abide by all school policies and procedures.

French Student  
Trip

AYE: 6 NAY: 0 ABSENT: 1 **MOTION CARRIED**

MOVED by Katie Cavanaugh, SUPPORTED by Jayme Taylor that the board waive the  
reading and adopt the resolution supporting the Ingham Intermediate School District 2024-  
2025 general fund budget as proposed.

Ingham ISD  
Budget  
Resolution

Roll Call Vote

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

AYE: 6 NAY: 0 ABSENT: 1 **MOTION CARRIED**

MOVED Shulawn Doxie, SUPPORTED by Tom Buffett that the board approve the  
recommended openings to be advertised through the Ingham Intermediate School District  
for School of Choice enrollment in the Okemos Public Schools.

School of Choice  
Openings

AYE: 6 NAY: 0 ABSENT: 1 **MOTION CARRIED**

MOVED Jayme Taylor, SUPPORTED by Tom Buffett that the board approve the  
employment of Evan Pepper, Special Education Resource Teacher at Chippewa Middle  
School at Step 1, Division I of the teacher salary schedule, effective August 12, 2024 in  
accordance with sections 1230 (2) and 1230 a (2) of the Revised School Code conditioned  
upon receipt of acceptable criminal history checks and criminal records checks.

Employment

AYE: 6 NAY: 0 ABSENT: 1 **MOTION CARRIED**

The board discussed a proposed resolution regarding secure gun storage safety and  
education. A parent letter will be distributed to families and placed on the website, as well  
as include information in student-parent handbooks.

Secure Gun  
Storage  
Resolution

Members inquired about enforcing the parent signature requirement.

Board Policy  
FeedbackSchool Start  
Times UpdateBoard Book  
Study

Public Comment

Other Matters

Adjourn

The board discussed policy 3202 Budgets and Truth in Budgeting/Taxation Hearings and whether to include a goal for the fund balance. The policy also proposes a discussion at the board level and a possible resolution if the fund balance will be falling below 10%. Possible revisions were offered.

Superintendent Hood provided an update regarding school start times. Mr. Hood summarized the results of a recent start times survey completed by staff. Administration is recommending to not implement a start time change at this time. The district will instead advocate for a county-wide or state-wide change, interrogate district practices to allow for more opportunity for student sleep, and provide education to families to bring a greater awareness to the importance of sleep for teens.

Members discussed the following: clarification on the board's role in advocacy; include the benefits to balance the message in the communications; change management and capacity.

The board postponed their book study discussion due to time.

There was no public comment.

There were no other matters.

President Gebara adjourned the regular meeting at 10:04 p.m.

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Andy Phelps, Secretary