

Okemos Board of Education
Okemos, Michigan 48864
REGULAR MEETING NOVEMBER 13, 2023

The regular meeting of the Okemos Board of Education was called to order by President Gebara at 7:00 p.m.

Call To Order

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

Members Absent: Malenie Lynn

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

Administrators from each level presented an overview of the district's attendance and behavior data from the 2022-2023 school year; as well as strategies to support students. The district's approach to creating a sense of belonging for students, the guiding MICIP framework, and core components of MTSS were reviewed.

Non-Academic
Data

Attendance data was shared including a comparison to previous years, figures broken down by subgroups, and strategies for a targeted individual approach. It was pointed out that the data is proportional with no significant statistical differences.

Behavior and discipline data was presented and encompassed data collection process and analysis; determining the appropriate support or resource; trends in suspension data and types of infractions were explained. It was noted that there is some disproportionality among subgroups. The addition of SSA's, added counselors and social workers, as well as clubs are linked to improved discipline and attendance.

Administrators discussed their response to the data and driving of next steps: Needs and supports will be identified; strategies to increase connection and sense of belonging will be instituted. Administrators will continue to interrogate the environment, policies and procedures to improve behavior, attendance and increase connections. They will also participate in intentional work including training, CRPBIS, truancy training, and sharing best practice among levels.

Members discussed the following: further clarification regarding subgroups; punitive versus learning opportunities in a structured setting; in-school suspension data; whether the data shows increased behavior or is the behavior being addressed more often; detention data; including the specific interventions and anecdotal stories in upcoming presentations; cross referencing with academic data; and gender data.

Superintendent Hood and Representatives from Christman Company, TowerPinkster, and Veridus Group presented a 2022 Bond update regarding the CMS bathroom design. Guiding principles were reviewed, as well as CMS rendition and, options available for restrooms. The design allows for more supervision of sink spaces, and additional single stall options. It was noted that the bulk of behavior issues happen at the sink space. There was consensus among the board to redesign some of the more open space sink rooms.

Bond Update

Members inquired about the following: student input; possible advantages; and privacy needs.

No one addressed the board.

Citizens Address
Agenda & Non-
Agenda Items

High School Student Representatives reported on the following: athletics update; OHS Press and additional clubs available; Aunt Flow dispensers placed in bathrooms; and a recent NHS can drive.

Superintendent's
Report

Superintendent Hood reported on the following: recent meetings with Community Ed and childcare employees including themes shared and next steps; bond update; board book study; recent start times study meeting; Oxford report released and what can be learned from it; traffic safety update; and an enrollment update.

Board Reports &
Request

Members inquired about the following: Meridian Township posted a crosswalk employment opportunity; and a summary of contracts with TowerPinkster, Veridus and Christman.

President Gebara acknowledged correspondence from the following: Vin Lyon-Callo concerning the turf field; Samer Naser regarding the book fair; Laura Hall and Jan Casey regarding traffic safety; and Christa Christiansen, Susan Barduca, Kiosha Miller and Angela Bouterse regarding the recent wage and benefit study.

Members reported on the following: recent Clue production; MASB Annual Leadership Conference; suggested an ISD-wide start times presentation/discussion; turf field research; and the upcoming OEF banquet.

MOVED by Andy Phelps SUPPORTED by Shulawn Doxie that the board approve items 1 through 4 for immediate implementation and appropriate action: Item 1: Approval of the Minutes of the Regular Meeting of October 23, 2023; Item 2: Approval of the Minutes of the Executive Session of October 23, 2023; Item 3: Approval of the Minutes of the Special Meeting of October 30, 2023; and Item 4: That the board acknowledge receipt of the October financial statement and approve payment of bills for October.

Consent Agenda

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

MOVED by Shulawn Doxie SUPPORTED by Katie Cavanaugh that the board waive the reading and adopt first reading of board policies 3107 Use of Detection Dogs; 3111 Drones; 3112 Hours and Days of School Operations; and 3117 Intellectual Property.

Board Policy –
First Reading

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

Finance Director Elizabeth Lentz provided information regarding the purchase of new swim platforms to be funded through the 2019 bond. Coach Patrick Saucedo reviewed the condition and lifespan of the current equipment. Bid process and timelines were described.

Athletics
Purchase

Assistant Superintendent Stacy Bailey presented information regarding proposed Personal Health and Sexuality Education curriculum for use by students in 6th and 9th grades. The proposed curriculum has already been previewed and unanimously approved for use by the PHASE (Personal Health and Sex Education) board.

PHASE
Curriculum

Finance Director Elizabeth Lentz and HR Director Mario Martinez provided an update regarding the 2023-2024 revised budget, including adjustments to employee compensation. Superintendent Hood provided background information and the connection of the wage study to the strategic plan. Director Lentz shared budget revisions such as increased foundation allowance, staffing, enrollment, additional classrooms due to additional sections, level 1.5 budget priorities, and increased workers compensation insurance. Director Martinez reviewed the wage analysis including a historical perspective, expected annual review, implementation scenarios, and communication.

23-24 Budget
Revisions

Members inquired about the following: implementation schedule scenarios; process for establishing goals as they pertain to employee compensation; position by position approach; impact on future revisions and budget processes; timelines; and childcare revenue trends. The board agreed to process childcare as soon as possible.

There were no public comments.

No one addressed the board.

Public Comment

A reminder that the next board meeting begins at 6:00 p.m. to allow time for a board work session.

Other Matters

President Gebara adjourned the regular meeting at 10:15 p.m.

Adjourn

Jayne Taylor, Secretary