

Board of Education Mary Gebara President, 2022-2023	Okemos Public Schools board@okemosk12.net http://okemosk12.net	4406 Okemos Road Okemos, Michigan 48864 Phone: 517-706-5010
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This agenda is for general informational purposes only. Based on board policy, the board of education may revise this agenda and may take up other issues at the meeting.

7:00 PM

**MEETING AGENDA
Monday, April 10, 2023**

Community Conference Rm

CALL TO ORDER

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

WELCOME AND MEETING FORMAT (2 Min)

Welcome to this regular meeting of the Okemos Board of Education held in public for the purpose of conducting the business of the school board.

There are two opportunities for public comment: Citizens who wish to address agenda or non-agenda items will have an opportunity at the beginning of the meeting, as well as near the end of the meeting. In-person individuals who wish to address the board must complete a blue form, located with the agendas near the room entrance, and present it to the board's secretary prior to the start of the agenda item. Virtual participants must submit their name and address in a message through the chat box located in Zoom's meeting controls prior to the start of the agenda item.

At the appropriate point in the agenda, the board president will call upon individuals who have submitted a blue card or chat message and that individual's microphone will be un-muted for their comments.

DISCUSSION MOVED FORWARD: Sleep & Start Times (20 Min + 10 For Questions)

MSU Assistant Professor Dr. Hanne Hoffman will present an overview of sleep research, and Superintendent Hood will share the results of the start times survey with the board and community.

PRESENTATION: Bond Update (15 Min + 5 For Questions)

Representatives from Veridas, TowerPinkster and Christman will provide an update regarding the 2022 bond and summer projects.

DISCUSSION MOVED FORWARD - Operations Purchase (5 Min)

Operations Director Mark Fargo will provide information regarding the purchase of a replacement truck for the Operations fleet to be funded through the General Fund.

CITIZENS ADDRESS AGENDA AND NON-AGENDA ITEMS

At this time in the meeting, citizens have an opportunity to address the board regarding items of interest that that may or may not be part of the evening's agenda. Citizens are required to limit comments to three minutes, except when this requirement is waived by the board president during the meeting. A designated timekeeper will communicate to the individual who is addressing the board at three minutes. The board highly values public comment and input; however, the board meeting format is designed to facilitate the evening's agenda and, therefore, restricts board members from engaging in conversation with speakers or immediately responding to questions. Questions and concerns may be addressed by the board later in the agenda and may be assigned for follow-up by the board or superintendent at a later date.

HIGH SCHOOL STUDENT REPORTS/REQUESTS (5 Min)

The high school student representative will highlight events and issues of interest and take questions from the board.

SUPERINTENDENT REPORTS/REQUESTS (10 Min)

The superintendent will highlight events and issues of interest and take questions from the board.

BOARD REPORTS/REQUESTS (10 Min)

The board will acknowledge receipt of correspondence.

Individual board members may highlight other events and issues of interest and request follow-up on other matters of concern.

ACTION ITEMS

Within Action Items, there is a Consent Agenda to expedite the business of the board which groups a number of items together to be dealt with by one action of the board. However, items in the consent agenda may be extracted by individual board member request for further discussion or clarification.

CONSENT AGENDA (5 Min)

In an effort to expedite the business of the board of education, but in no way meant to diminish the importance of each item, a Consent Agenda has been developed.

That the board approve items 1 through 5 for immediate implementation and appropriate action.

Item 1: Approval of the Minutes of the Regular Meeting of March 20, 2023; Item 2: Approval of the Minutes of the Special Meeting of March 21, 2023; Item 3: Approval of the Minutes of the Executive Session Meeting of March 21, 2023; Item 4: Acknowledge receipt of the March financial statement and approve payment of bills for March; Item 5: Acknowledge receipt of the leave of absence report and approve the requested leave of absence for Michelle Beck, Special Education Teacher at Cornell Elementary for the period of May 17, 2023 through June 10, 2023 and Kim Ouelette, Special Education Teacher at OHS for the period of April 3, 2023 through June 10, 2023.

OTHER ACTION ITEMS

The Other Action Items require additional discussion prior to board action.

DISCUSSION ITEMS

Discussion items are intended to provide an opportunity for review of material and interaction concerning the individual items. Action is not taken during the board meeting. Discussion items may be acted upon by the Board of Education at a later date. The board president may move a discussion item forward in the meeting agenda to facilitate timely discussion and/or community input on that discussion item.

2023-2024 Budget Development (10 Min)

Finance Director Elizabeth Lentz will provide information regarding the development of the 2023-2024 budget including preliminary assumptions.

Resolution: Meridian Cares About You Expo (5 Min)

The board will discuss a resolution in support of the Meridian Cares About You Expo.

Leaves of Absence Protocol (10 Min)

Currently, while not required by board policy, the board approves all leaves of absence for the OEA. The board will discuss whether to continue this practice.

COMMENTS FROM THE PUBLIC

At this time in the meeting, citizens have an opportunity to address the board regarding any item(s) of interest. Individual comments at this time will be limited to three minutes but may be extended at the discretion of the board president. A designated timekeeper will communicate to the individual who is addressing the board at three minutes. The board highly values public comment; however, our meeting format does not allow the board to engage in conversation with speakers. Questions or concerns may be assigned for follow-up by the board or the administration at a later date.

OTHER MATTERS (5 Min)

ADJOURN



School start time -impact on student wellbeing and academic performance

Hanne M Hoffmann, Ph.D.
Assistant Professor
Michigan State University
hanne@msu.edu

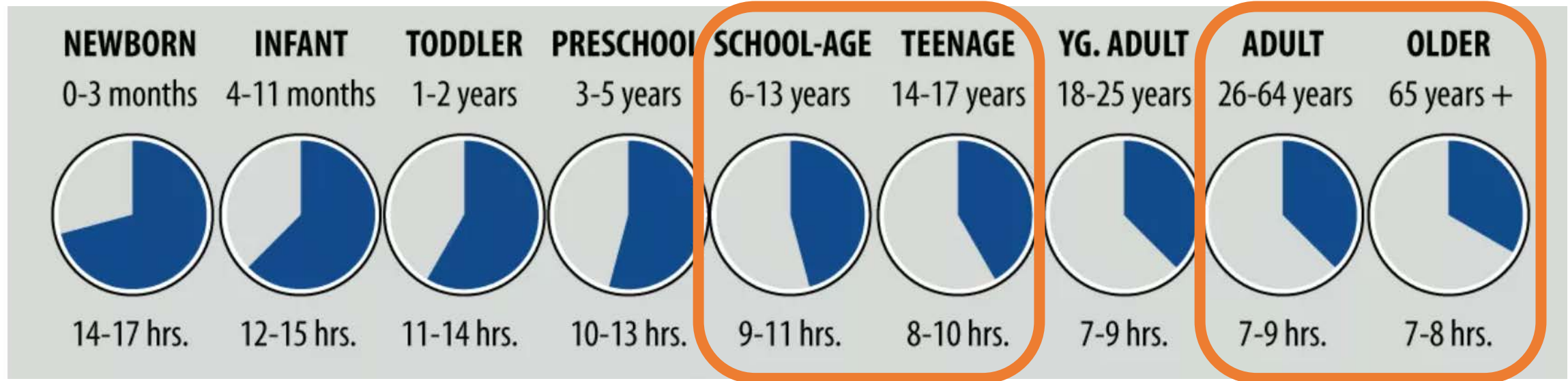
“Sleep like a baby”



Wake up....



Sleep disorders have been declared a public health epidemic



~90% of adolescents do not get the recommended amount of sleep on school nights

What are the consequences
of sleep deprivation?

Increase in car accidents - as bad or worse than drunk driving!

SAFETY



6,000 FATAL CAR CRASHES CAUSED BY DROWSY DRIVING EACH YEAR



1 IN 25 ADULTS WHO'VE FALLEN ASLEEP AT THE WHEEL IN THE PAST MONTH

WEIGHT




MORE CRAVINGS FOR SWEET, SALTY & STARCHY FOOD

Higher levels of the hunger hormone ghrelin | Lower levels of the appetite-control hormone leptin

50% HIGHER RISK FOR OBESITY IF YOU GET LESS THAN 5 HOURS OF SLEEP NIGHTLY

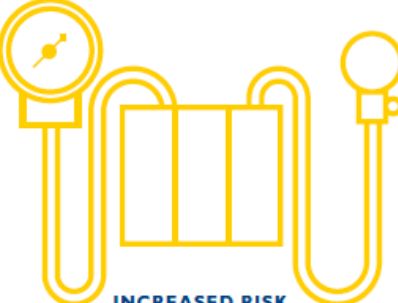
HEALTH



36% INCREASE IN RISK FOR COLORECTAL CANCER

LESS ACTIVE IMMUNITY PROTECTORS CALLED NATURAL KILLER CELLS

NEARLY 3X RISK FOR TYPE 2 DIABETES



INCREASED RISK OF HIGH BLOOD PRESSURE

Craving high reward (unhealthy) foods

Increase in diabetes

BRAIN EFFECTS

Depression
Reduced learning

33% INCREASE IN DEMENTIA RISK



- GREATER RISK FOR:
- Depression
 - Irritability
 - Anxiety
 - Forgetfulness
 - Fuzzy thinking

3-5 YEARS HOW MUCH SLEEP DEPRIVATION CAN AGE YOUR BRAIN

48% INCREASE IN DEVELOPING HEART DISEASE

3X MORE LIKELY TO CATCH A COLD

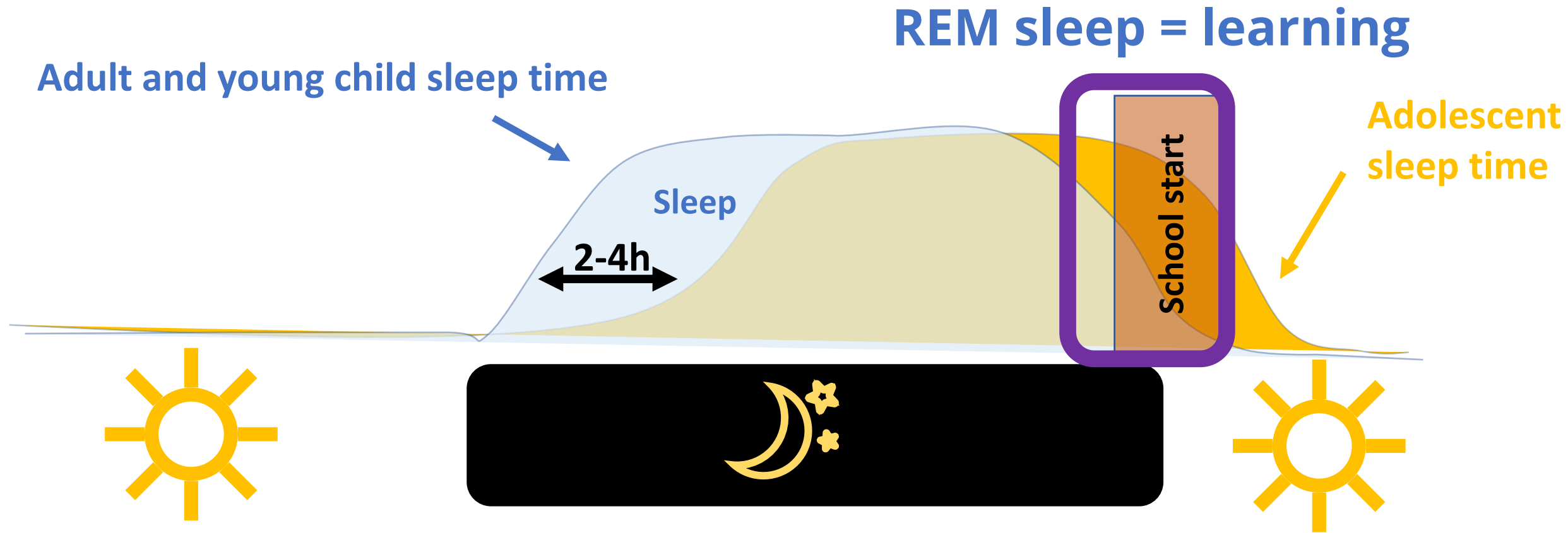
Increase in injuries

Increase in sick days

Why are teens so severely sleep deprived?

Why don't they just go to bed earlier?

Mismatch between puberty-induced physiological changes and societal pressure



Why is lack of sleep in teens
such a big deal?

Lack of sleep in teens is associated with:

- Depression ↑
- Anxiety ↑
- Suicidal thoughts ↑
- Substance use and abuse ↑
- Delinquent behaviors ↑
- Car crashes ↑
- Sports injuries ↑
- Obesity ↑
- Ability to acquire and store knowledge ↓
- Learning and academic performance ↓

Later school start times
benefit students

Later school start times improve mental health

- Increased sleep ↑
- Mood ↑
- Depression (20% reduction) ↓



Later school start times improve social skills

- Conflict resolution 
- Aggression 



Later school start times improves academic performance and reduce accidents

- Attendance ↑
- Learning ↑
- Tardiness (>30%) ↓
- Car accidents (70% reduction) ↓

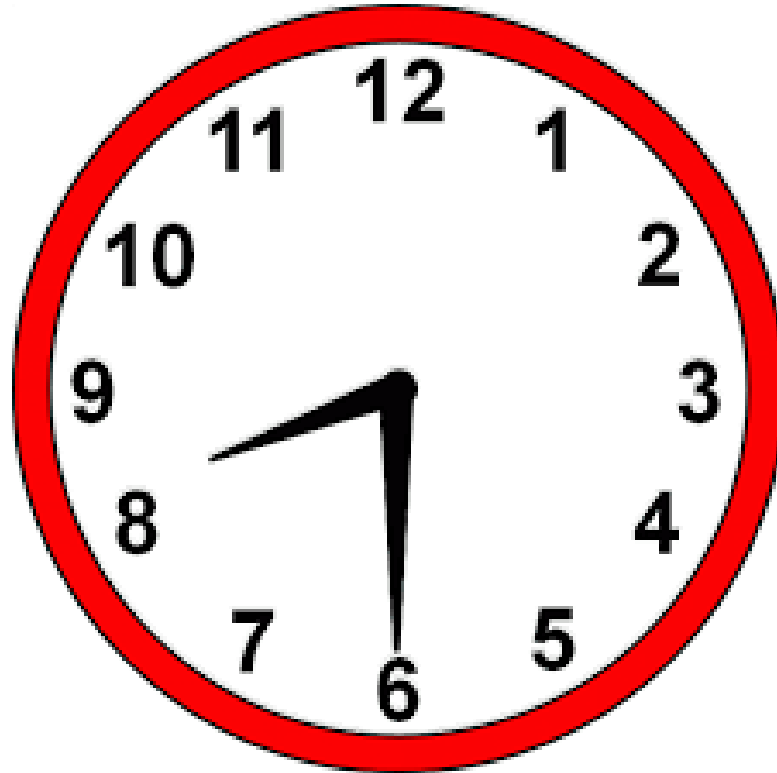


Position Statements or Policy Briefs:

Later middle & high school start times

- National Parent teacher Association (PTA)
- American Academy of Pediatrics
- American Medical Association
- Centers for Disease Control
- National Assn of School Nurses
- Society of Pediatric Nurses
- American Thoracic Society
- Education Commission of States
- American Psychological Assn
- American Sleep Association
- American Physiological Association
- National Education Association
- Family Sleep Institute
- For more, visit the Start School Later website...

Generally recommended middle and high school start time $>8.30\text{AM}$





What are the overall pros and cons for delayed school start time?

Cons for delayed school start time are primarily logistic

- Initial investment to change school start time (\$)
- Commute to school: bus/car
- Childcare
- Potential impact on younger children
- Sports- training and games
- Family dynamics

Pros for delayed school start time

• Students

- Reduced tardiness, car accidents and aggression
- Improved mental health, learning and lifetime earnings

• Schools:

- Reduced cost: improved student health (mental and physical)
- Happier and better teachers: students are easier to teach when awake, and it is more rewarding for teachers to work with non-confrontational, and cooperative students

• Sports

- Reduced accidents
- Improved performance

Advocating for a bill to allow a statewide middle and high school start time change

Advocacy across the state (<https://sites.google.com/msu.edu/sslim/home>)

Who is SSLiM ?

Start School Later in Michigan is a group of clinicians, psychologists, circadian and sleep researchers as well as parents

SSLiM efforts in April and May 2023-includes meetings such as

- State representative, Kimberly Edwards, member of the House Education Committee
- Chief of staff of State Representative Julie Brixie (Personal representative)
- Chief of staff of Senator Dayna Polehanki (Chair of Education Committee)
- Executive director of MHSAA (Michigan Highschool Athletic Association), Mark Uyl
- April 25: School Funding Advocacy Day in Lansing

SCHOOL START TIMES MATTER

During puberty, teenagers have delayed secretion of the sleep hormone, melatonin. The combination of delayed sleep and early school start times prevents 90% of teens from getting the recommended amount of sleep.

Questions?

Hanne M Hoffmann, PhD

hanne@msu.edu





Start Time Data Presentation

March 2023





Staff/Community Survey Results: Moving All Start Times Later

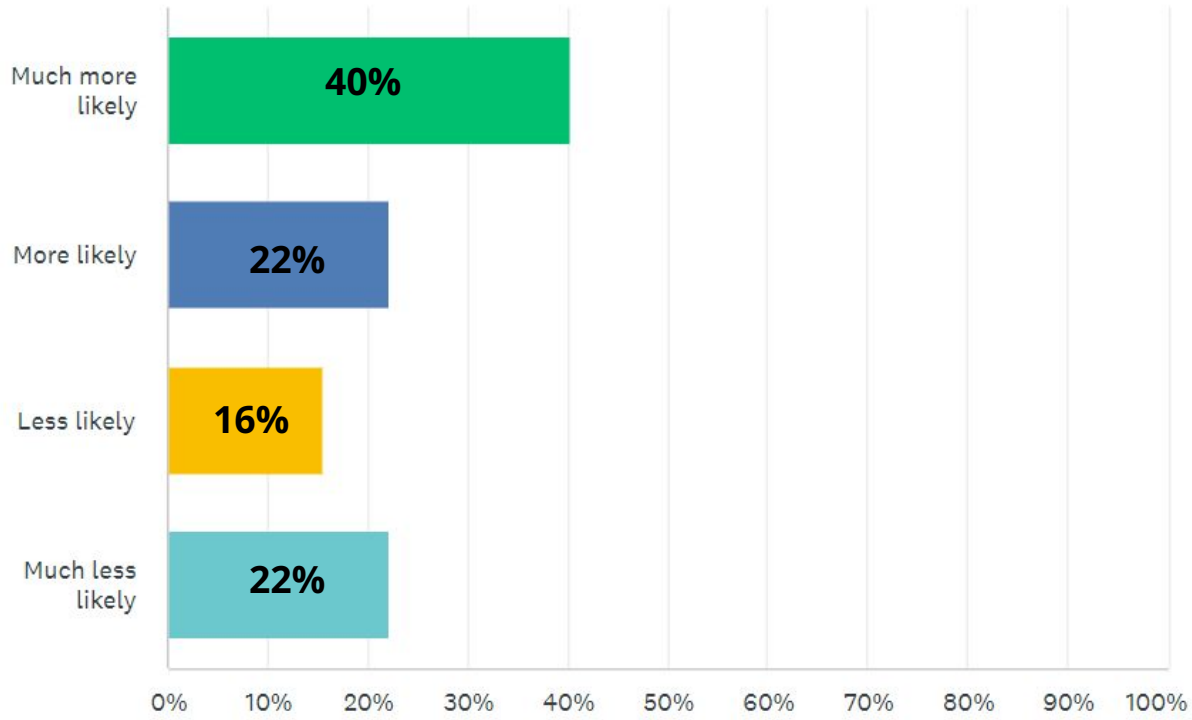
Q1 (Staff/Community): Please identify the impact of all schools (elementary and secondary) having later start times.

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Attendance at School	48.68%	35.79%	10.72%	1.17
Childcare	19.76%	27.32%	21.40%	0.35
Employment (caregiver or student)	23.72%	33.03%	27.65%	0.30
Extracurricular Activities	17.98%	36.97%	38.15%	-0.04
Finances	15.41%	51.78%	15.77%	0.62

Q1 (Staff/Community): Please identify the impact of all schools (elementary and secondary) having later start times (cont.)

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Offsite/alternative educational programming (Wilson Talent Center, etc)	9.51%	27.33%	14.08%	0.36
Students (Elementary aged)	29.90%	19.14%	20.88%	0.53
Students (Secondary aged)	61.80%	12.12%	12.76%	1.27
Responsibilities (Morning)	50.18%	24.91%	20.71%	0.88
Responsibilities (Evening)	29.91%	31.64%	34.45%	0.23

Q2 (Staff/Community): How likely are you to support a district wide start time change that has all schools starting later?





Staff/Community Survey Results: Flip Flop Elementary and Secondary Start Times

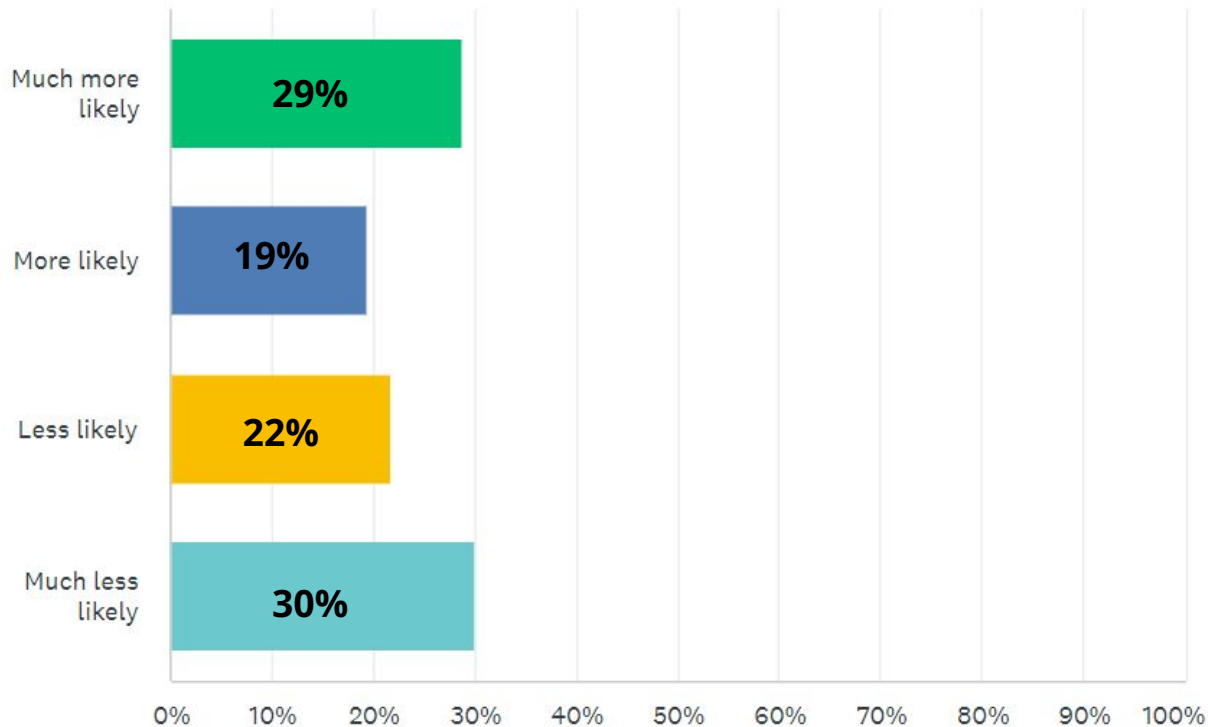
Q3 (Staff/Community): Please identify the impact of a **flip flop** of secondary and elementary start times on the following:

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Attendance at School	32.91%	33.00%	27.78%	0.46
Childcare	15.22%	27.77%	26.68%	0.07
Employment (caregiver or student)	17.61%	35.91%	30.96%	0.11
Extracurricular Activities	22.22%	39.38%	29.27%	0.28
Finances	12.78%	50.45%	19.72%	0.44

Q3 (Staff/Community): Please identify the impact of a flip flop of secondary and elementary start times on the following (cont.):

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Offsite/alternative educational programming (Wilson Talent Center, etc)	9.94%	26.94%	14.81%	0.33
Students (Elementary aged)	18.16%	17.27%	36.43%	-0.27
Students (Secondary aged)	52.10%	12.77%	20.86%	0.88
Responsibilities (Morning)	31.27%	26.29%	36.45%	0.17
Responsibilities (Evening)	29.47%	35.76%	29.47%	0.38

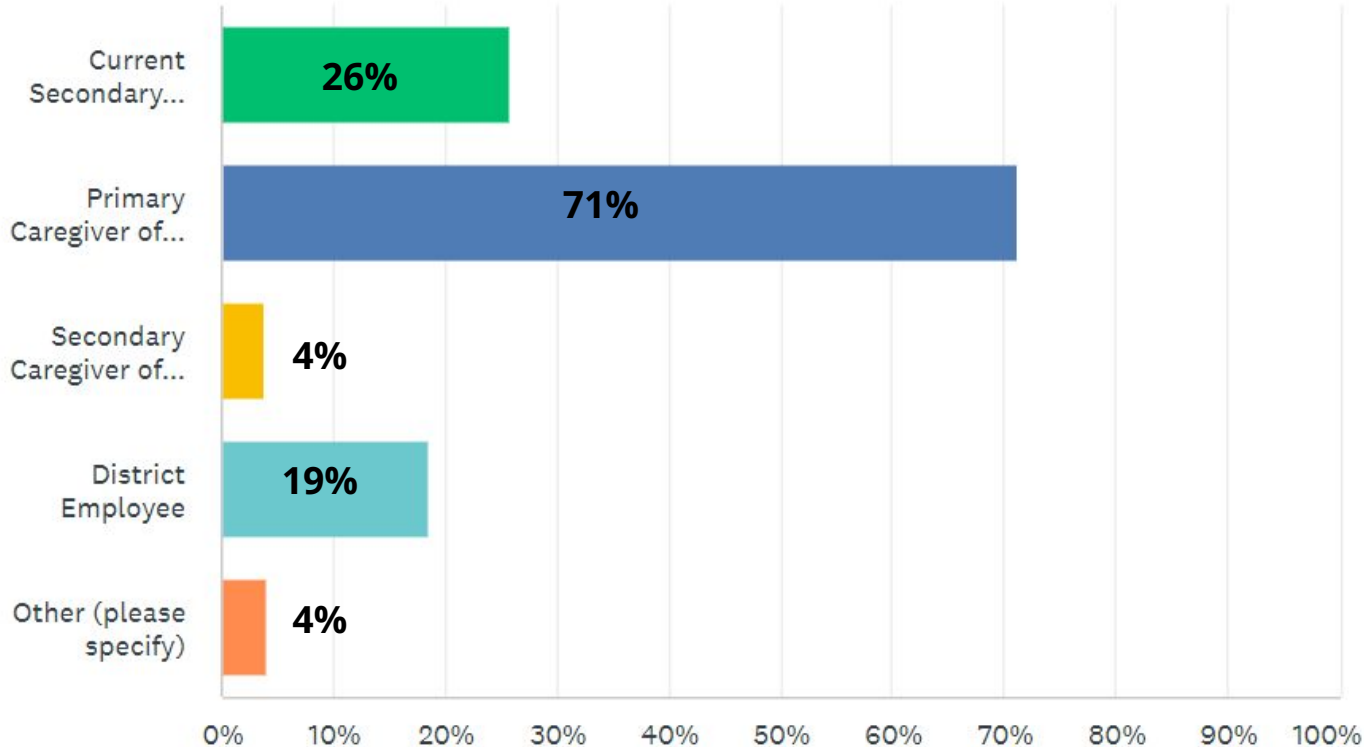
Q4 (Staff/Community): How likely are you to support a district wide start time change that includes a **flip flop** of secondary and elementary start times?



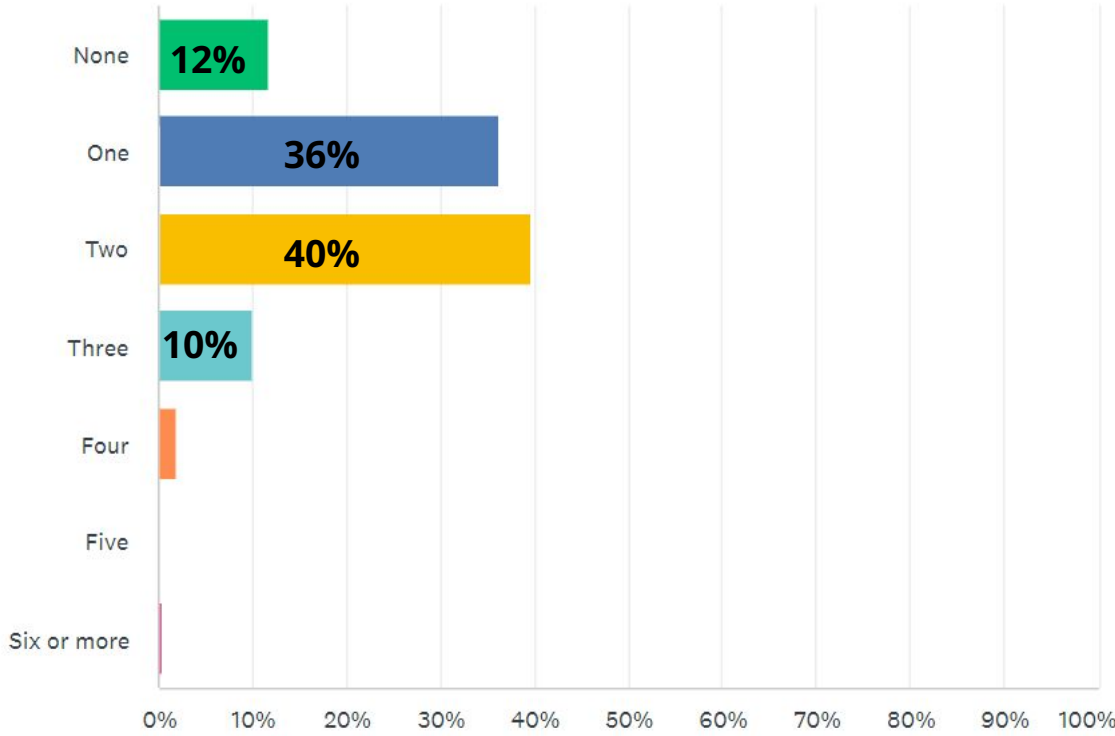


Staff/Community Survey Results: Demographics

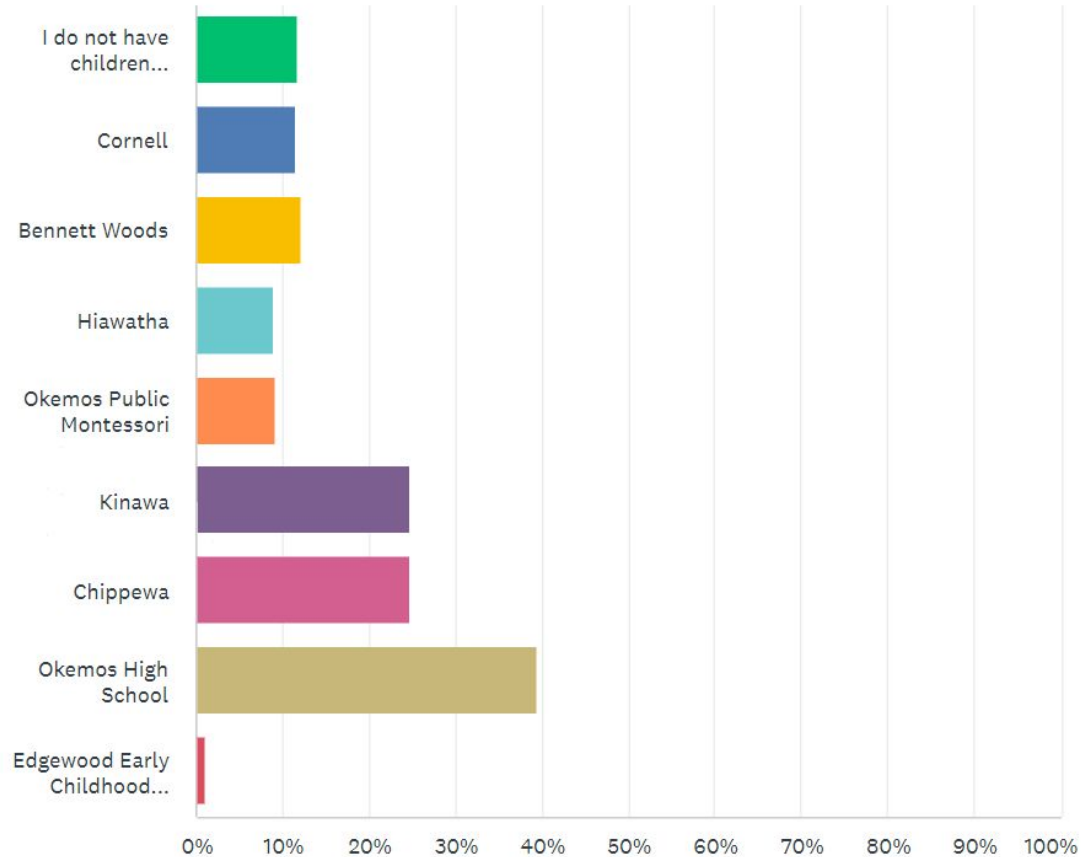
Q7 (Staff/Community): What best describes you/your connection to the Okemos Schools?



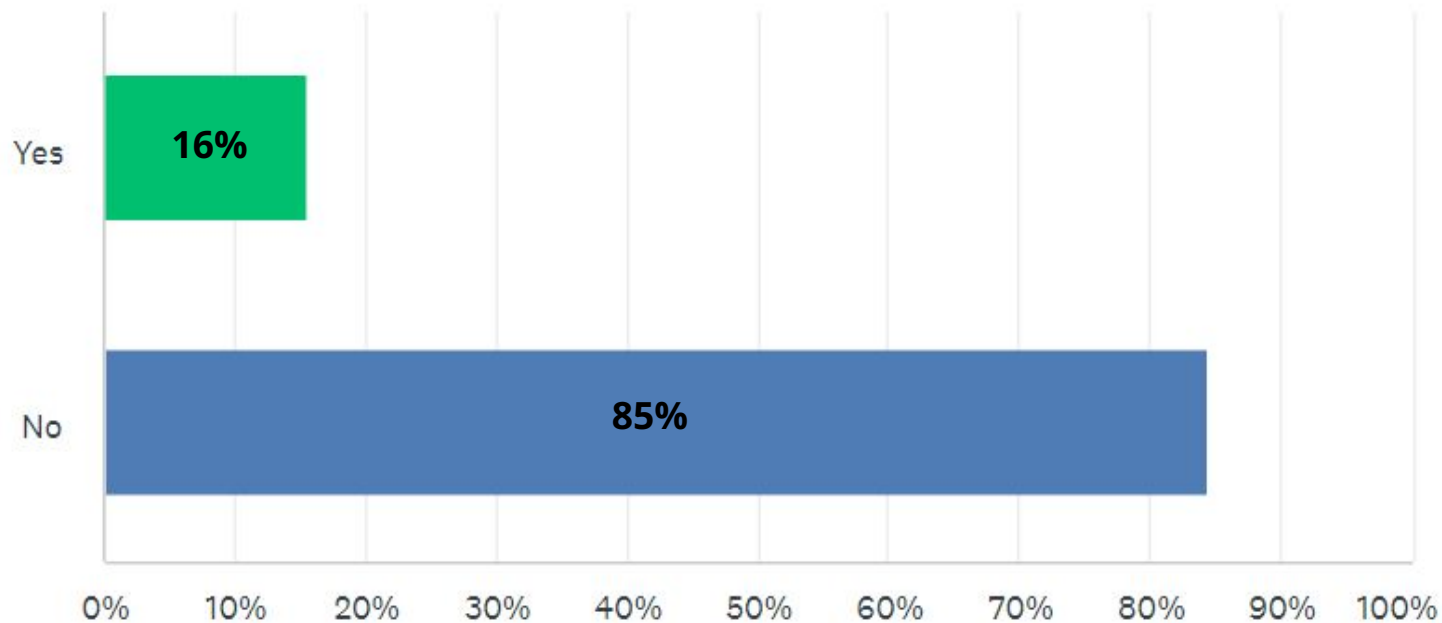
Q8 (Staff/Community): How many children do you have currently attending the Okemos Schools?



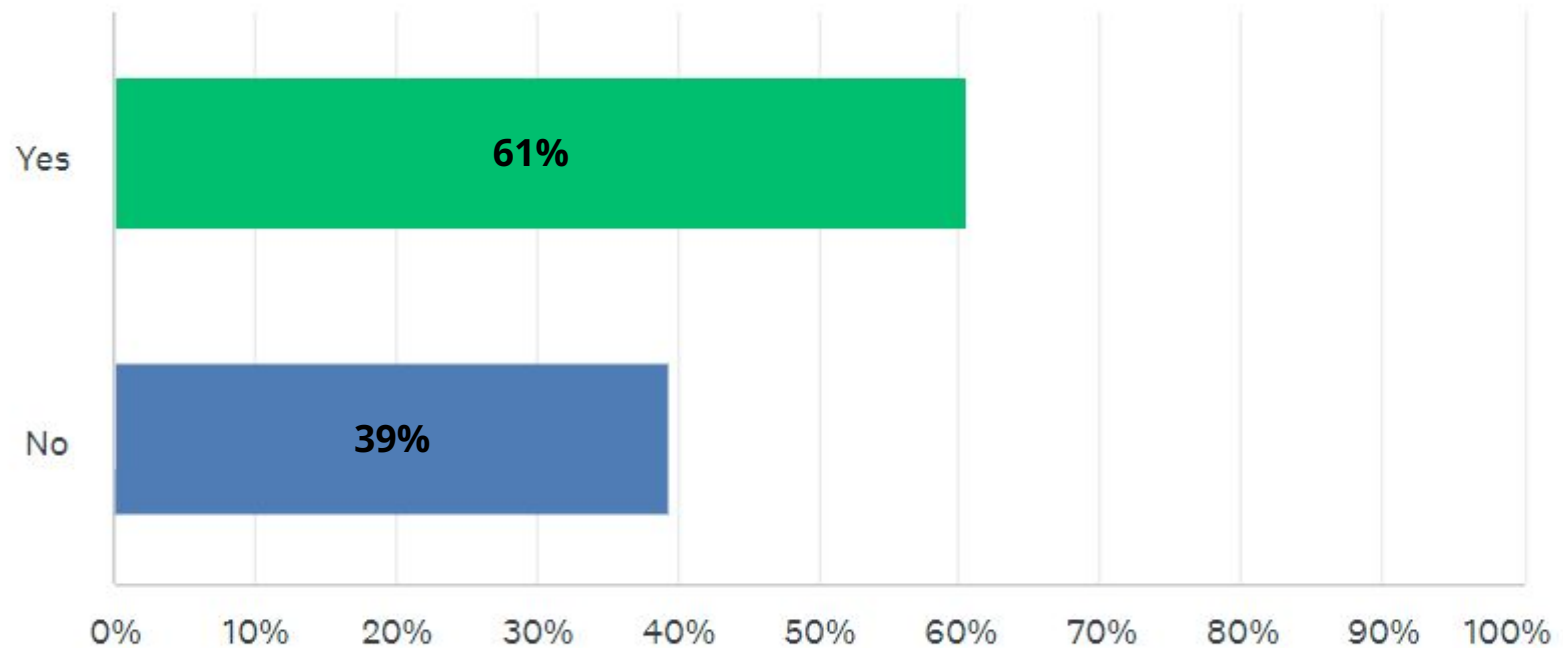
Q9 (Staff/Community): What school or schools do you have children attending?



Q10 (Staff/Community): Do you have children not of school age that will attend the Okemos Schools in the future?

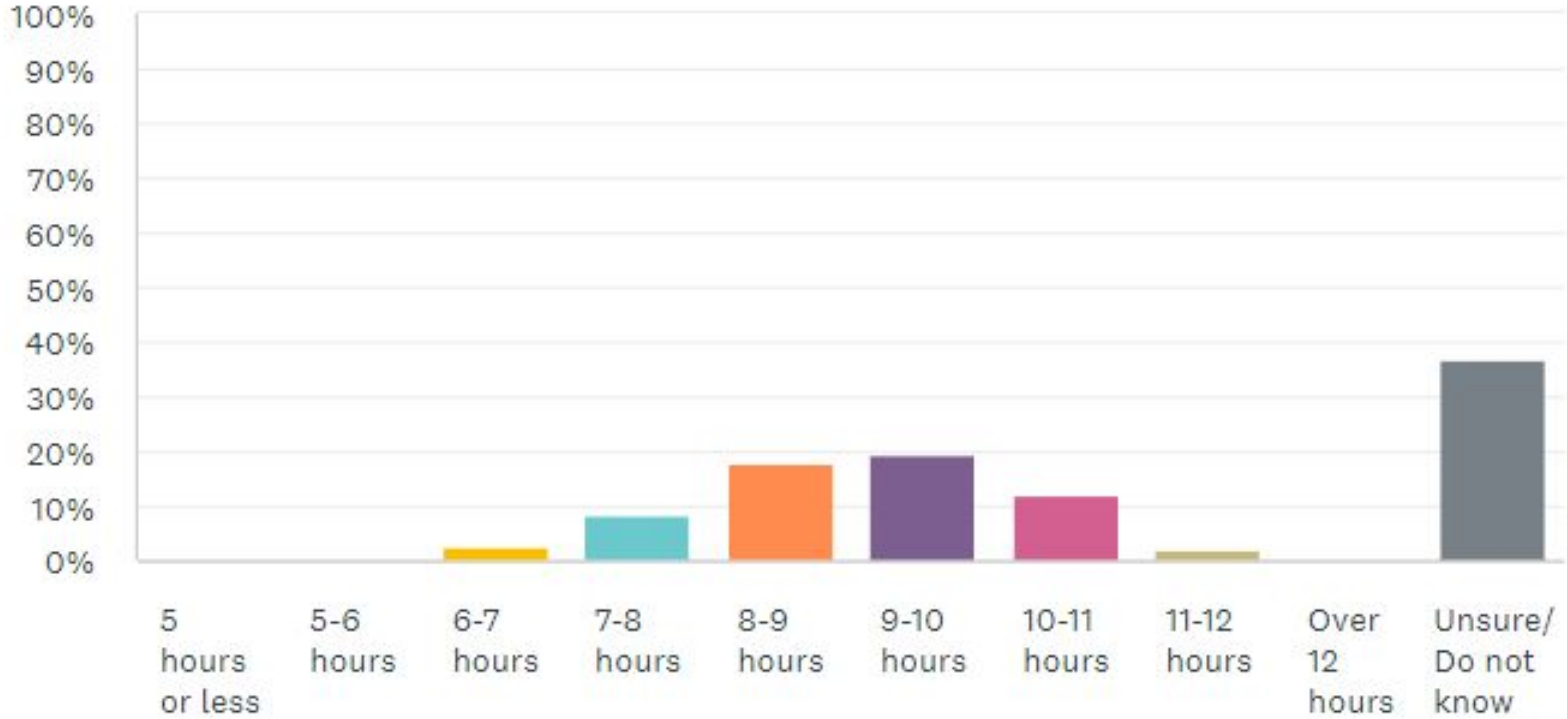


Q11 (Staff/Community): Do you currently have a secondary aged student or students OR will you have a secondary aged student at the start of the 23-24 school?

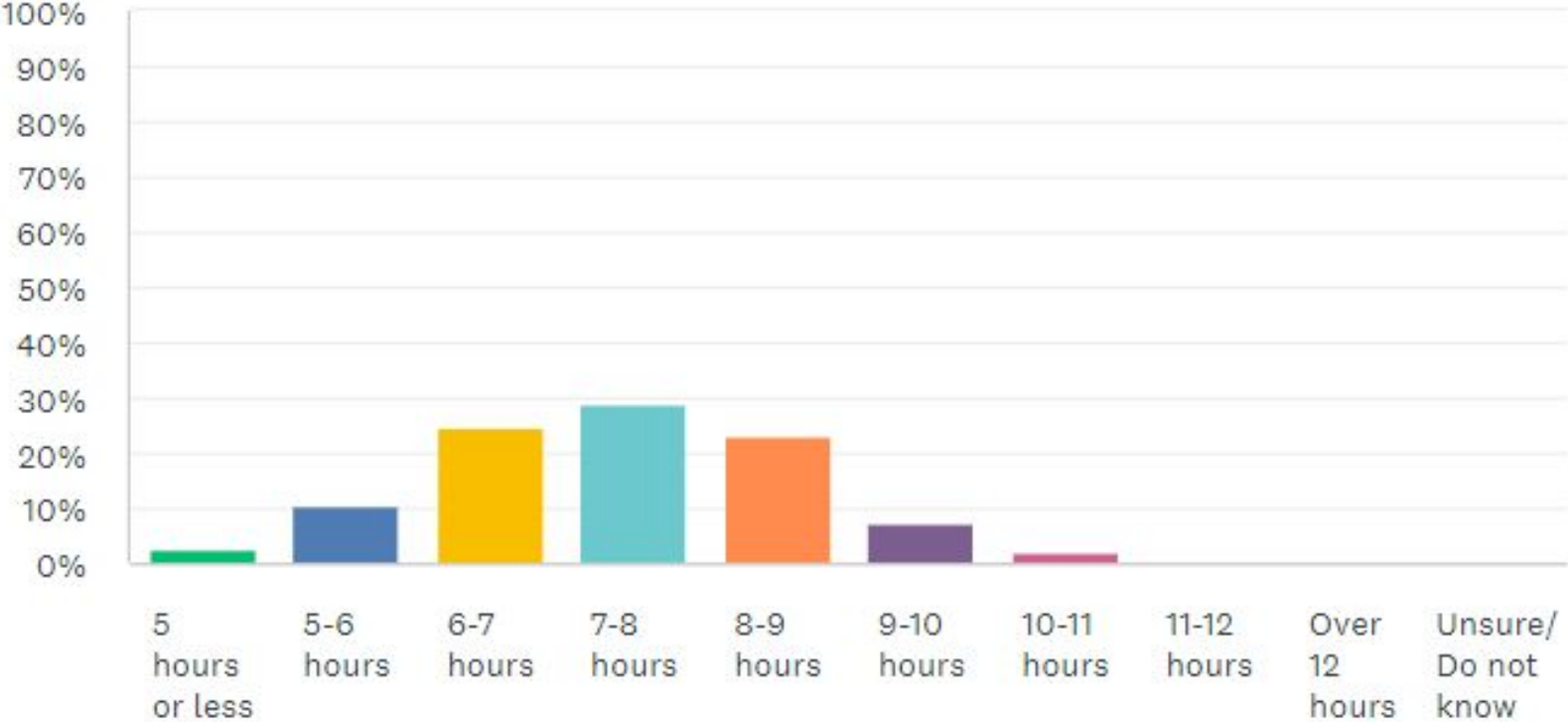


Staff/Community Survey Results: Sleep Data

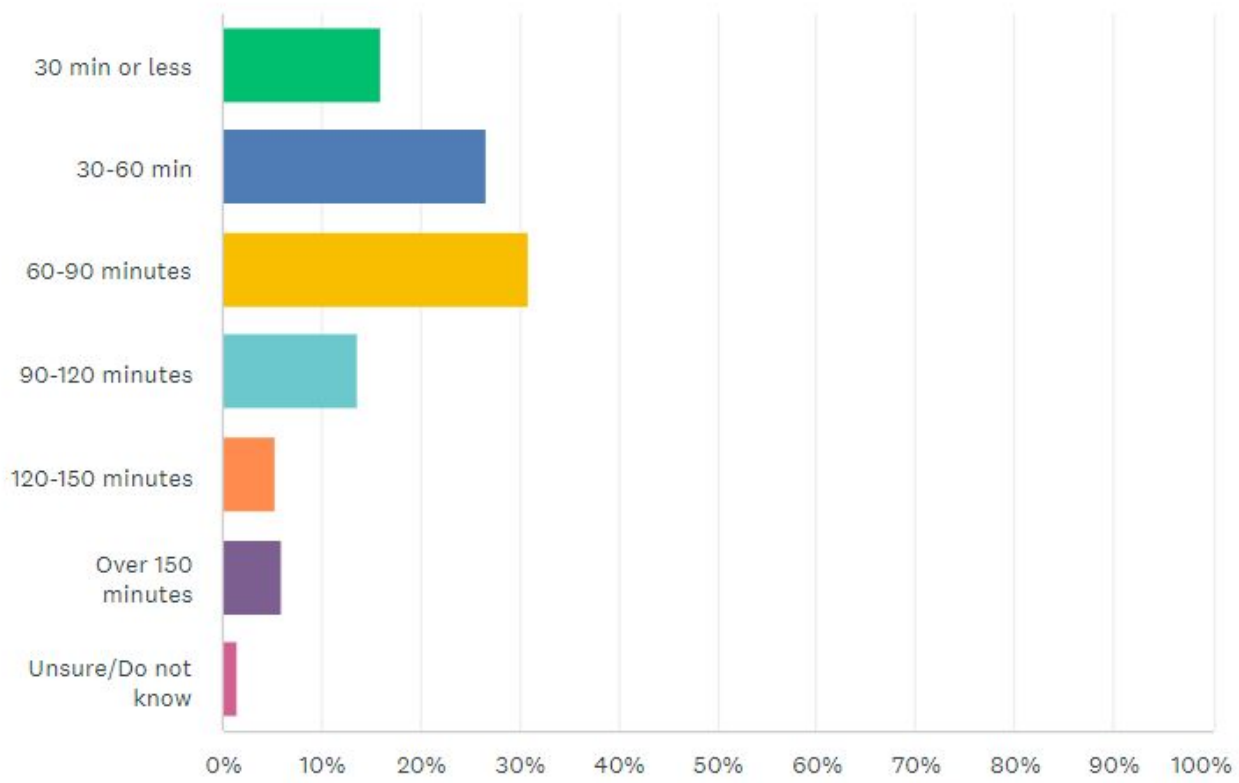
Q17 (Staff/Community): How much time does your elementary student sleep on an average school night?



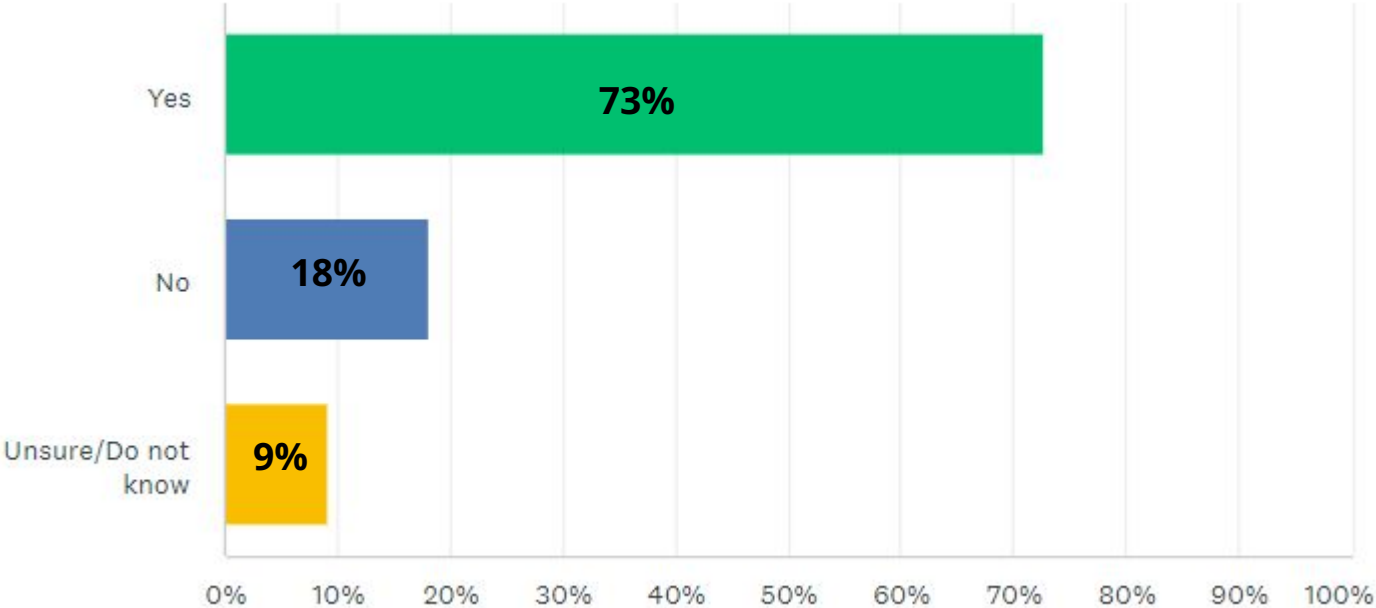
Q12 (Staff/Community): How much time does your secondary student sleep on an average school night?



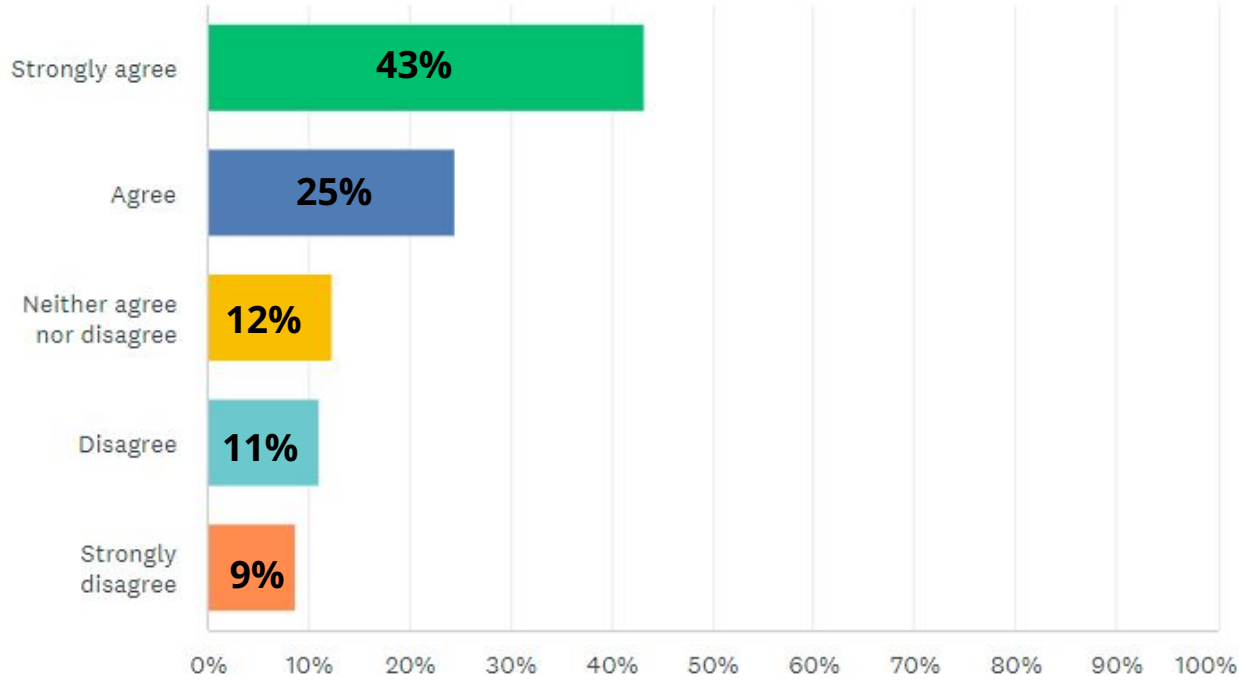
Q13 (Staff/Community): How much time does your secondary student spend on homework on the average school night?



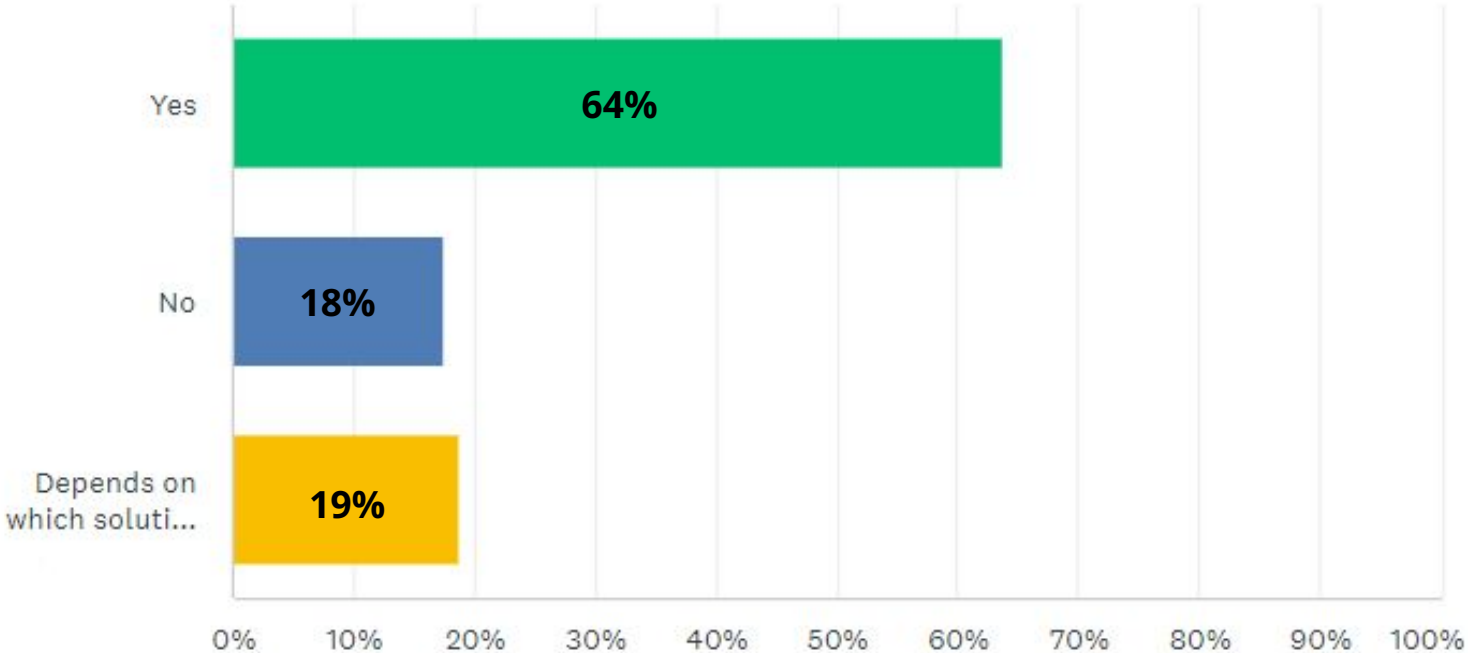
Q14 (Staff/Community): Would a later secondary start time help ensure secondary students received a minimum of 8 hours of sleep on a typical school night?



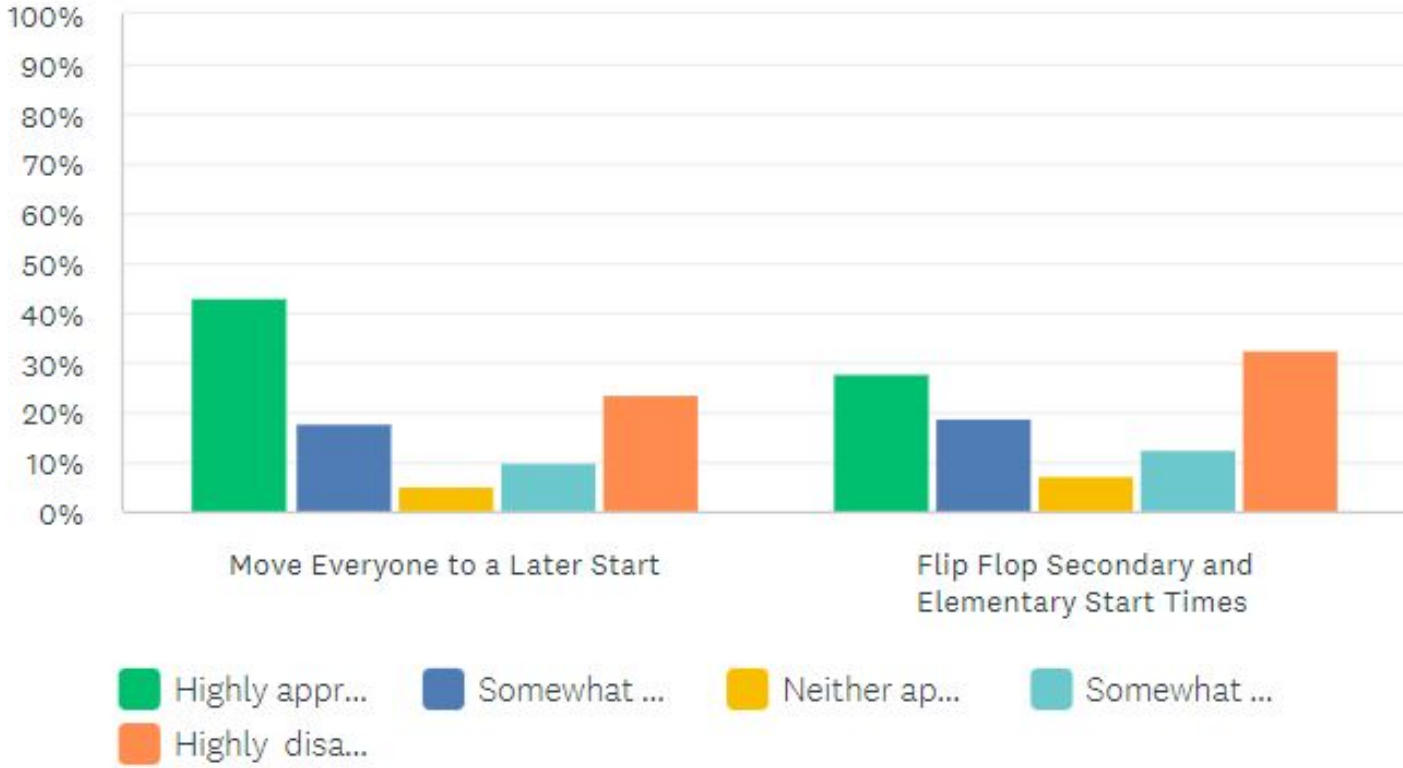
Q20 (Staff/Community): Agree or disagree: A later start time would help ensure secondary students receive 8-10 hours of sleep on the typical school night.



Q21 (Staff/Community): After consideration of all of these factors do you support secondary school start time changes to start no sooner than 8:30 am?



Q22 (Staff/Community): Please indicate your level of support for the following start time options.





Secondary Student Survey Results: Moving All Start Times Later

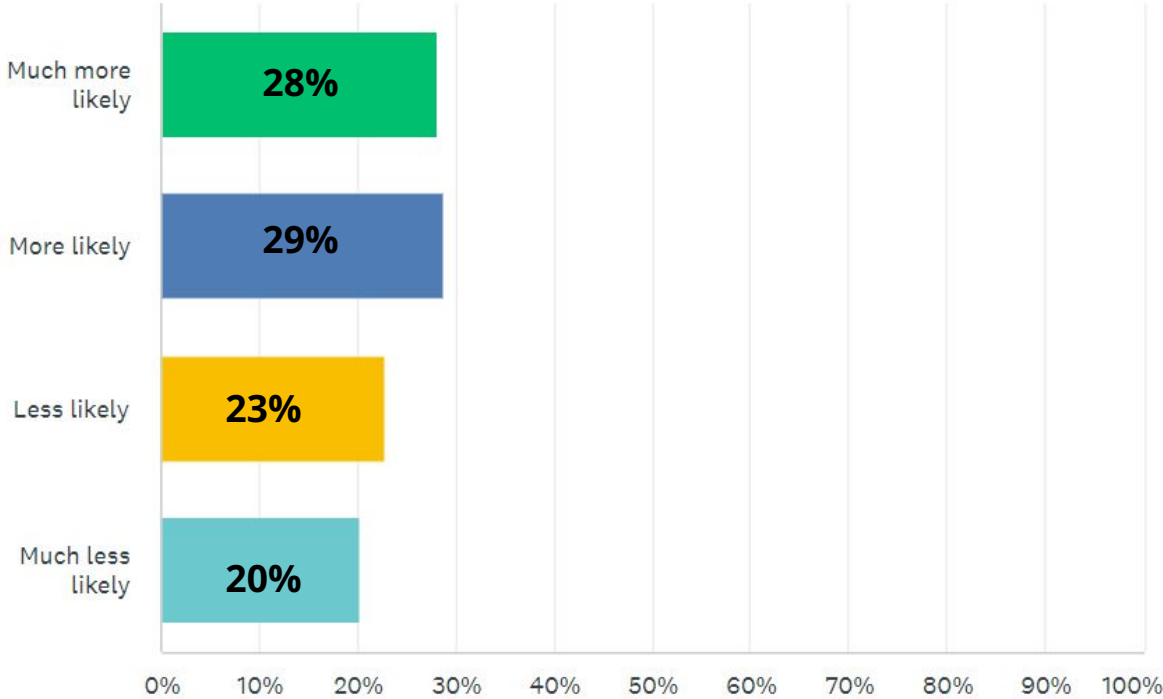
Q1 (Student): Please identify the impact of all schools (elementary and secondary) having later start times.

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Attendance at School	54.36%	32.28%	10.83%	1.22
Childcare	22.06%	35.97%	15.74%	0.66
Employment (caregiver or student)	21.63%	38.44%	23.02%	0.43
Extracurricular Activities	20.11%	29.79%	44.79%	-0.21
Finances	15.81%	55.24%	12.82%	0.73

Q1 (Student): Please identify the impact of all schools (elementary and secondary) having later start times (cont.).

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Offsite/alternative educational programming (Wilson Talent Center, etc)	15.53%	36.49%	20.74%	0.36
Responsibilities (Morning)	60.62%	23.46%	12.85%	1.23
Responsibilities (Evening)	26.17%	27.44%	43.22%	-0.07

Q2 (Student): How likely are you to support a district wide start time change that has all schools starting later?





Secondary Student Survey Results: Flip Flop Elementary and Secondary Start Times

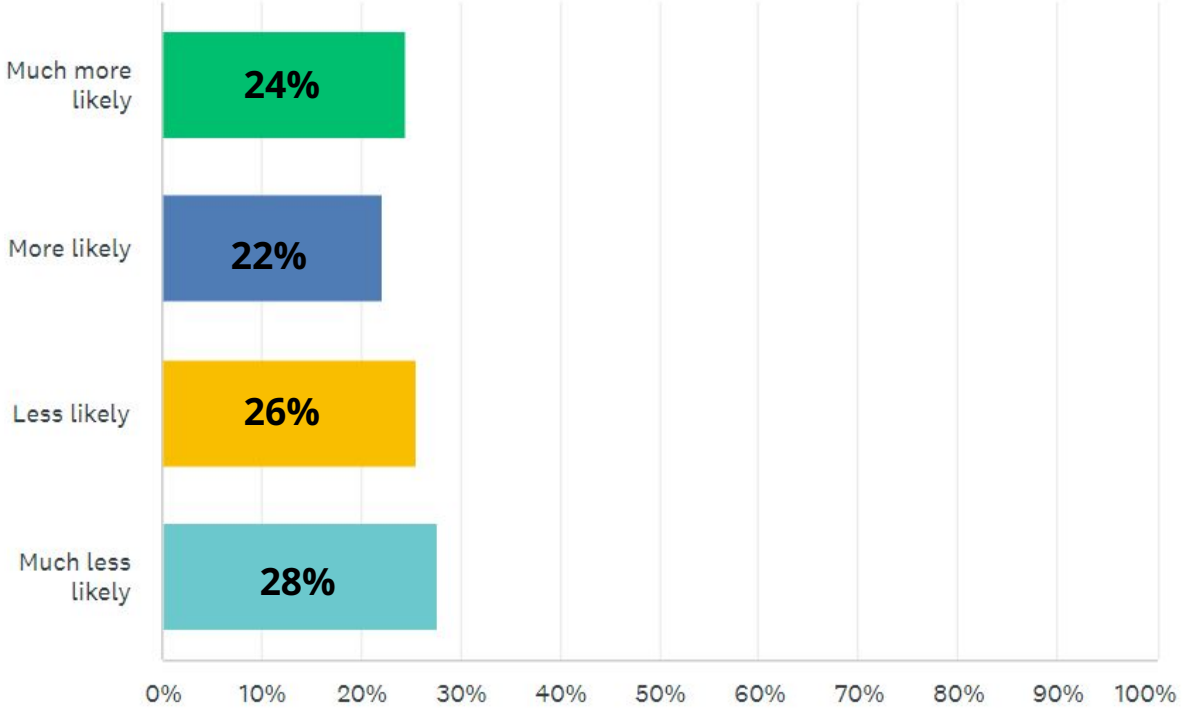
Q3 (Student): Please identify the impact of a **flip flop** of secondary and elementary start times on the following:

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Attendance at School	37.93%	32.49%	24.91%	0.61
Childcare	19.90%	36.84%	18.10%	0.54
Employment (caregiver or student)	19.95%	40.15%	22.51%	0.42
Extracurricular Activities	27.01%	30.32%	35.54%	0.14
Finances	14.54%	52.12%	14.03%	0.66

Q3 (Student): Please identify the impact of a flip flop of secondary and elementary start times on the following (cont.):

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Offsite/alternative educational programming (Wilson Talent Center, etc)	16.39%	35.60%	18.69%	0.44
Responsibilities (Morning)	39.29%	25.26%	28.44%	0.50
Responsibilities (Evening)	35.92%	25.10%	32.74%	0.34

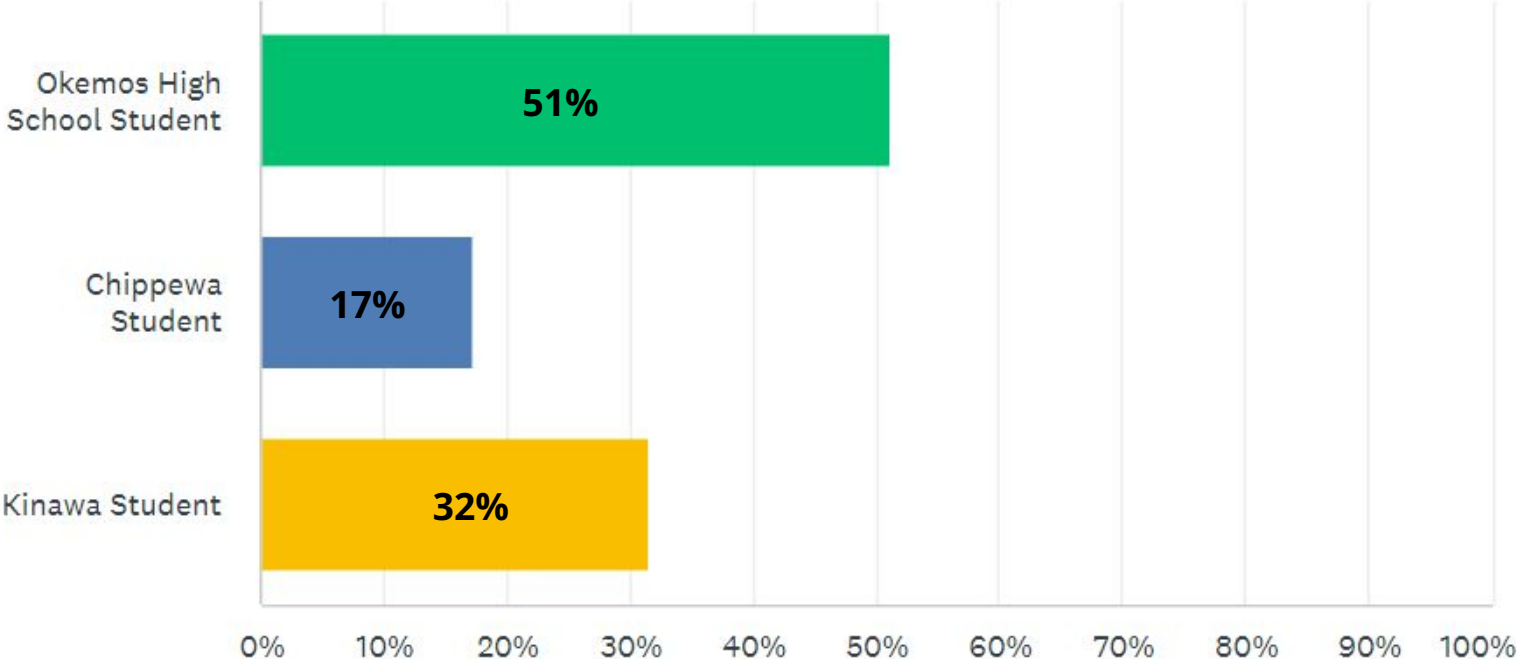
Q4 (Student): How likely are you to support a district wide start time change that includes a flip flop of secondary and elementary start times?



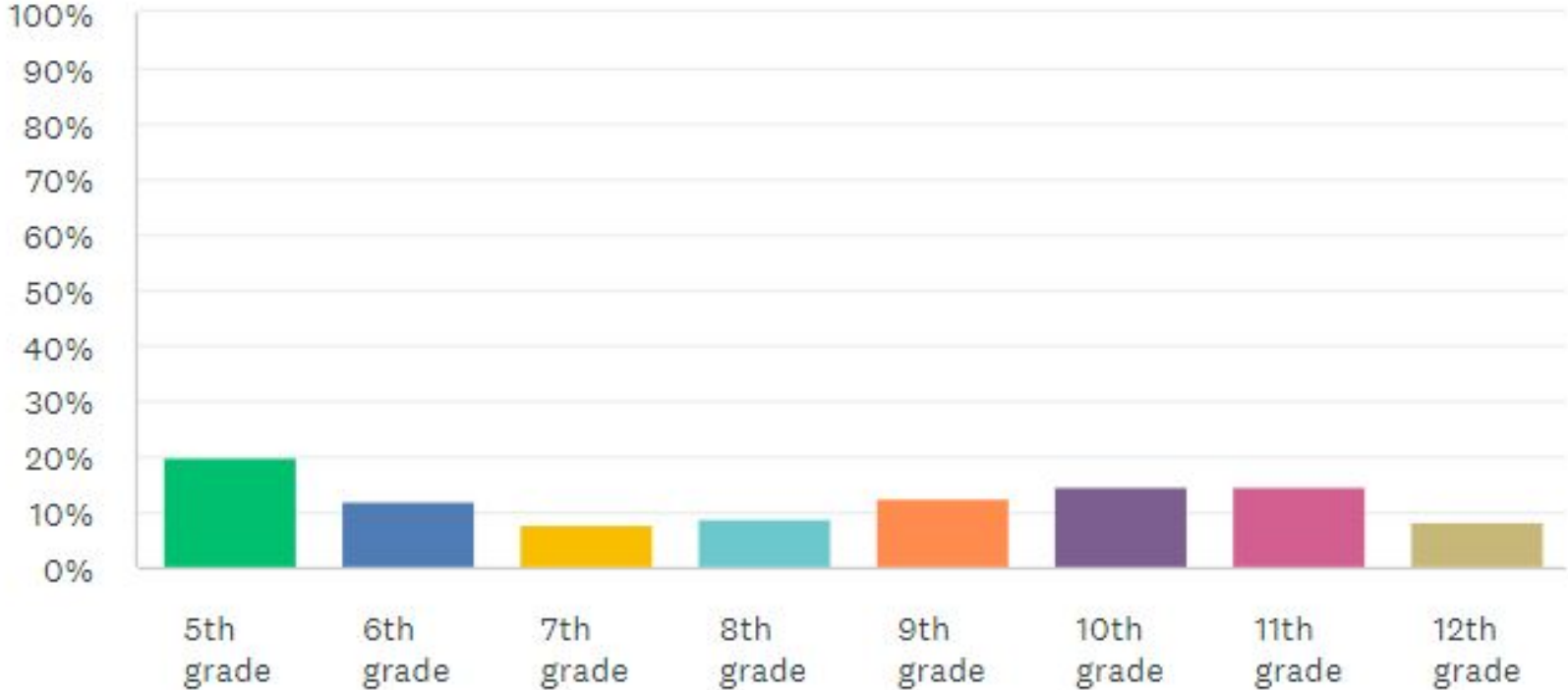


Secondary Student Survey Results: Demographics

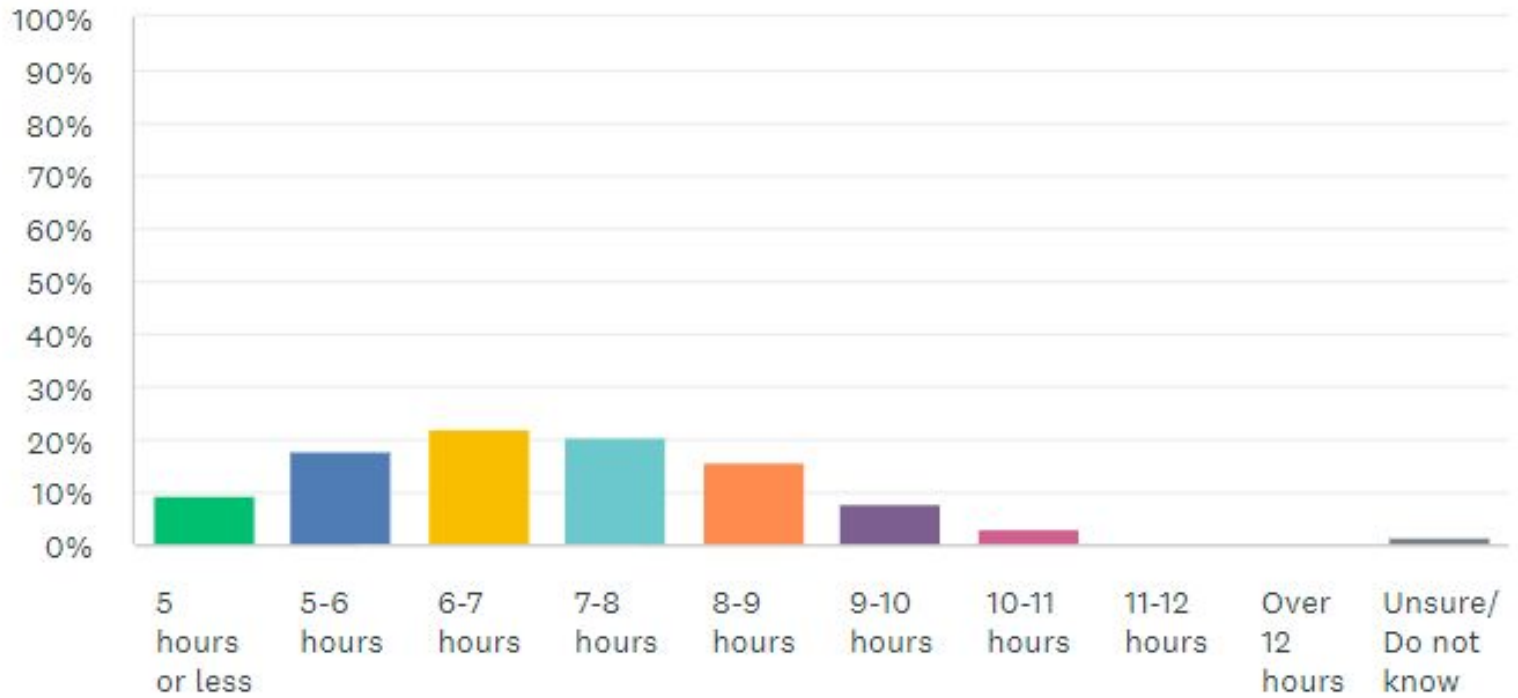
Q7 (Student): What school do you currently attend?



Q8 (Student): What grade are you currently in?



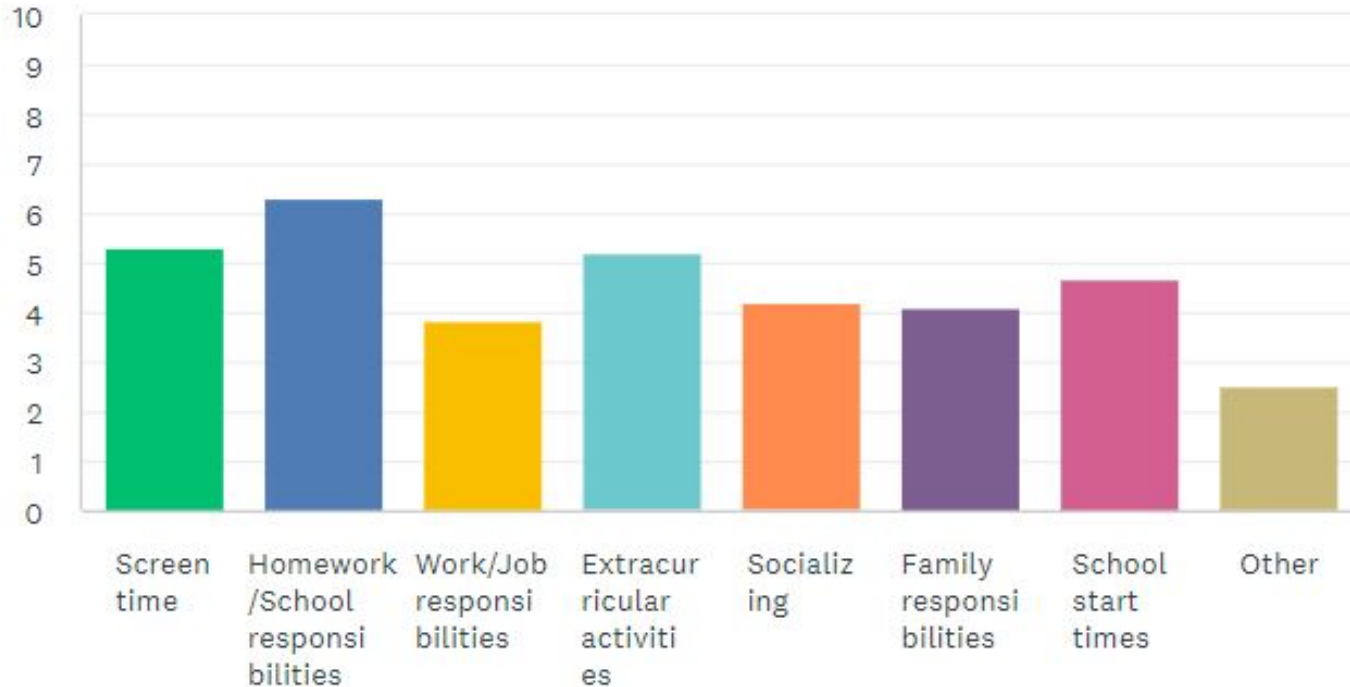
Q9 (Student): How much time do you sleep on an average school night?



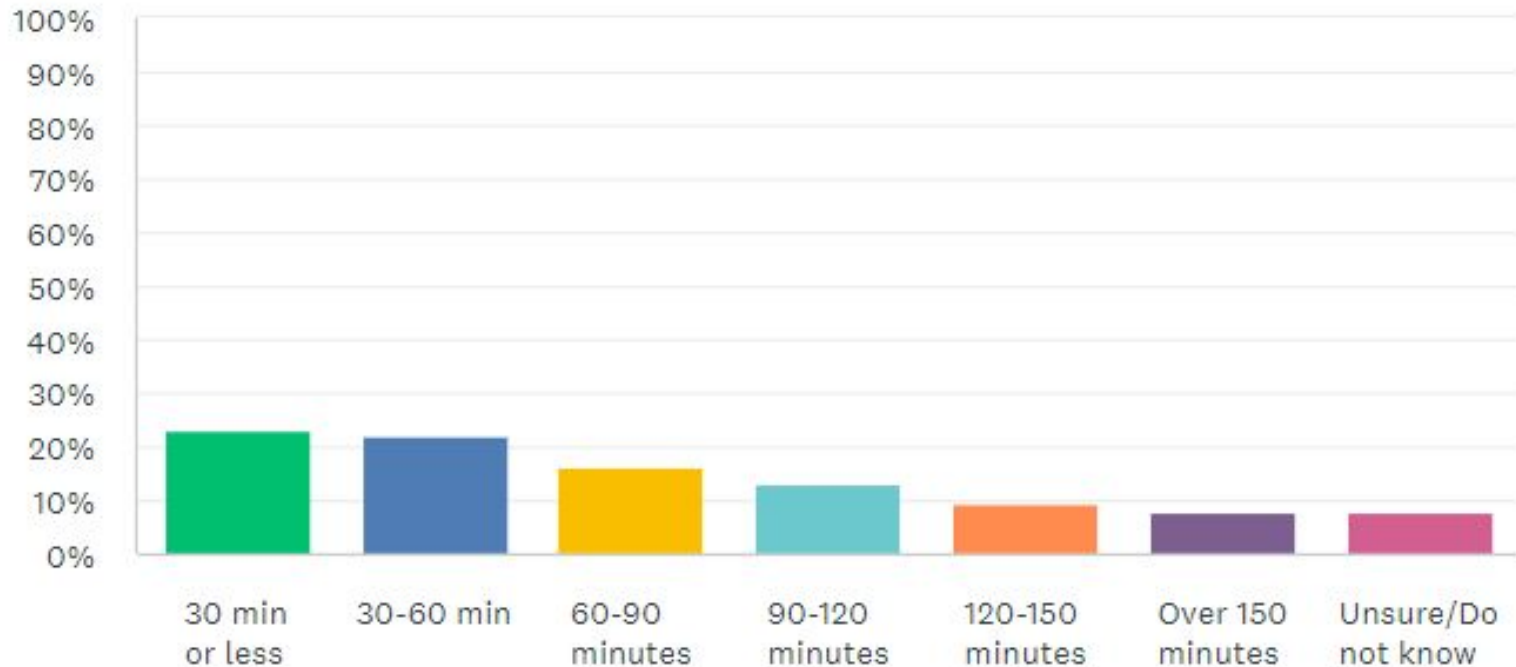


Secondary Student Survey Results: Sleep Information

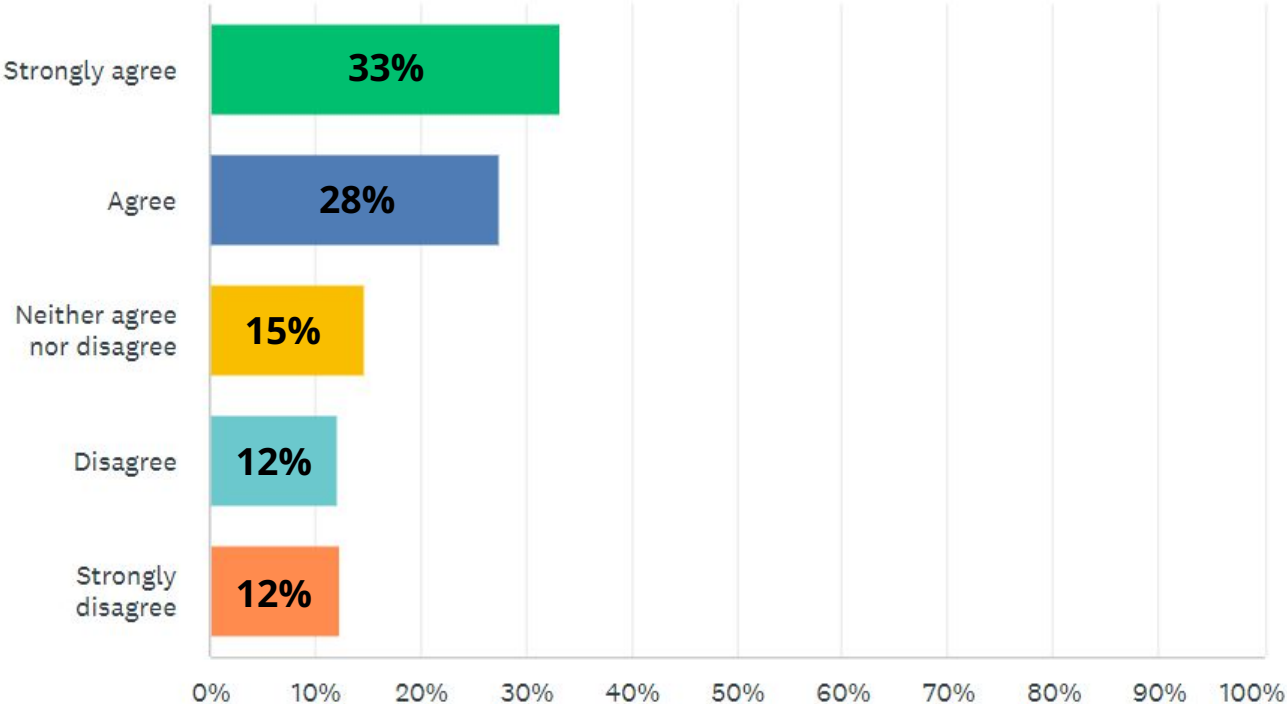
Q10 (Student): Please rank the factors that have the greatest consistent influence on your not obtaining at least 8 hours of sleep on a typical school night.



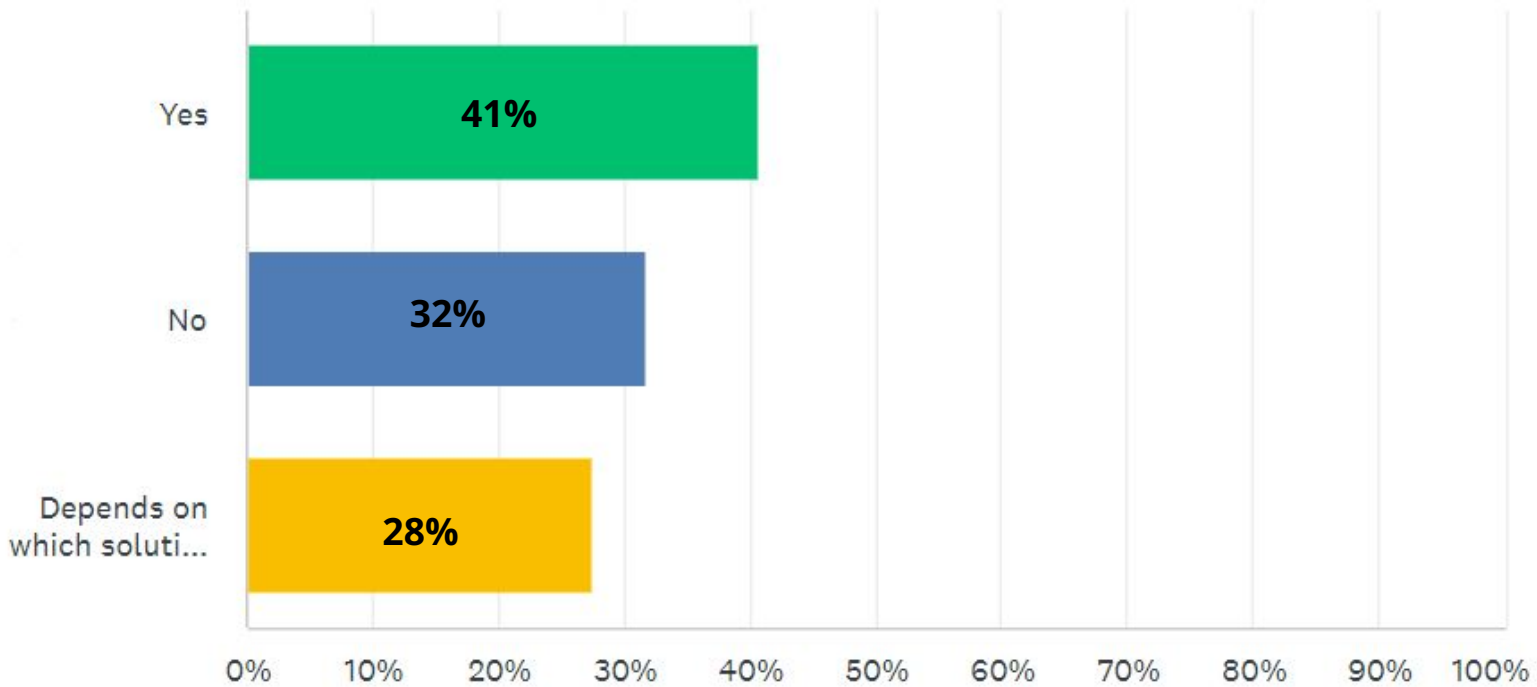
Q12 (Student): How much time do you spend on homework on the average school night?



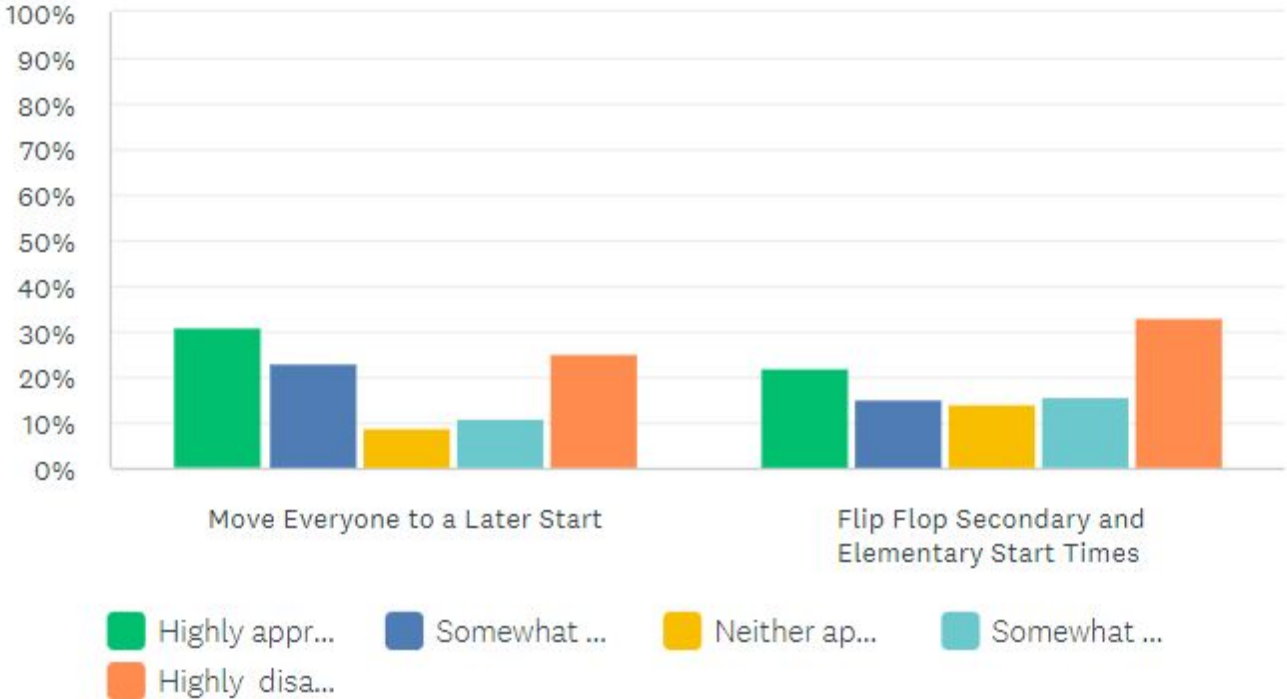
Q14 (Student): A later start time would help insure secondary students receive 8-10 hours of sleep on the typical school night.



Q15 (Student): After consideration of all of these factors do you support secondary school start time changes to start no sooner than 8:30 am?



Q16 (Student): Please indicate your level of support for the following start time options.

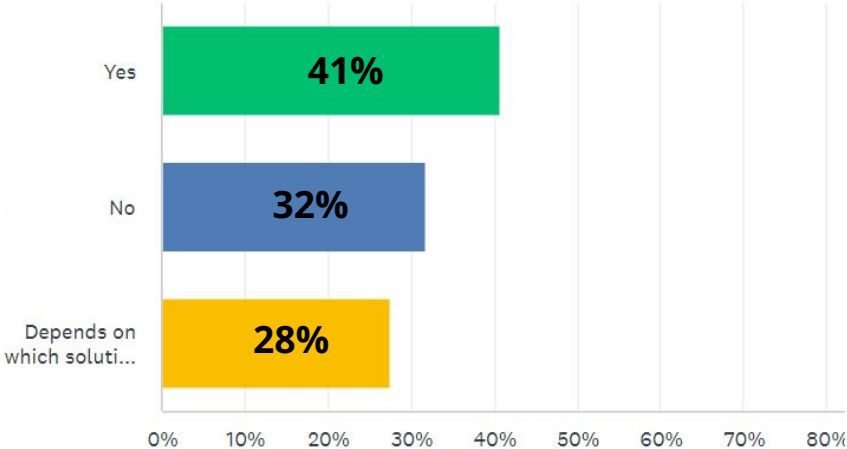




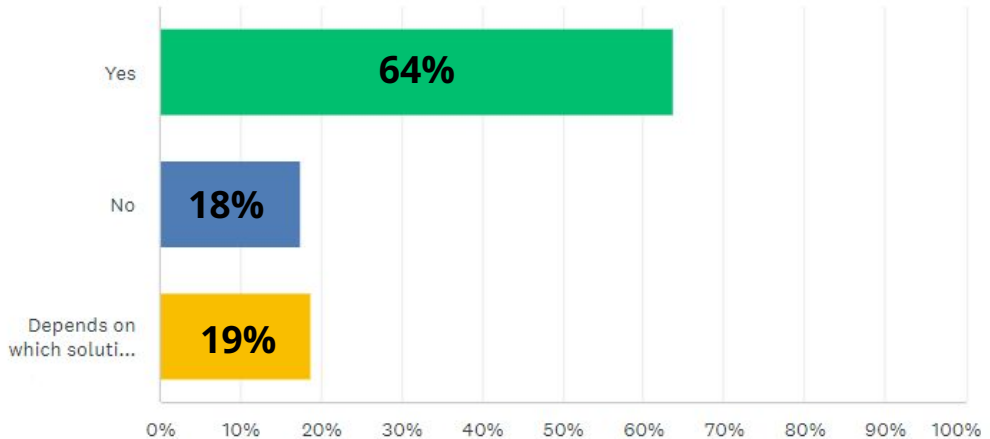
Survey Results: Community & Student Results

Comparison: After consideration of all of these factors do you support secondary school start time changes to start no sooner than 8:30 am?

Student Responses

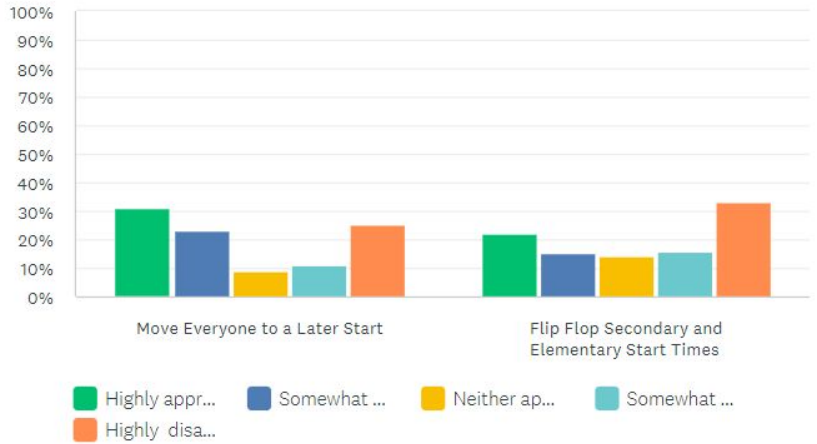


Staff/Community Responses

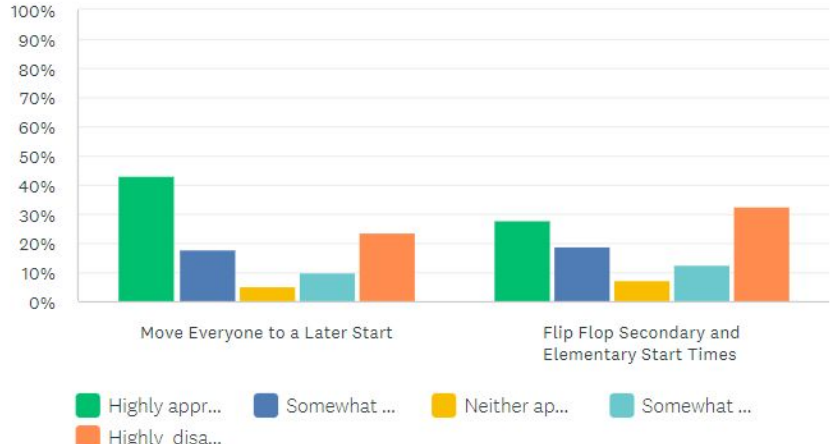


Comparison: Please indicate your level of support for the following start time options.

Student Responses



Staff/Community Responses



Q1 (Staff/Community): Please identify the impact of all schools (elementary and secondary) having later start times.

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Attendance at School	48.68%	35.79%	10.72%	1.17
Childcare	19.76%	27.32%	21.40%	0.35
Employment (caregiver or student)	23.72%	33.03%	27.65%	0.30
Extracurricular Activities	17.98%	36.97%	38.15%	-0.04
Finances	15.41%	51.78%	15.77%	0.62

3

Q3 (Staff/Community): Please identify the impact of a **flip flop** of secondary and elementary start times on the following:

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
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Childcare	15.22%	27.77%	26.68%	0.07
Employment (caregiver or student)	17.61%	35.91%	30.96%	0.11
Extracurricular Activities	22.22%	39.38%	29.27%	0.28
Finances	12.78%	50.45%	19.72%	0.44

7

Q1 (Staff/Community): Please identify the impact of all schools (elementary and secondary) having later start times (cont.)

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Offsite/alternative educational programming (Wilson Talent Center, etc)	9.51%	27.33%	14.08%	0.36
Students (Elementary aged)	29.90%	19.14%	20.88%	0.53
Students (Secondary aged)	61.80%	12.12%	12.76%	1.27
Responsibilities (Morning)	50.18%	24.91%	20.71%	0.88
Responsibilities (Evening)	29.91%	31.64%	34.45%	0.23

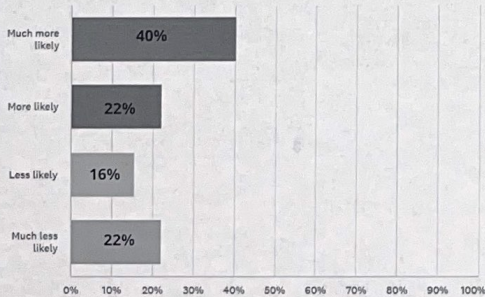
4

Q3 (Staff/Community): Please identify the impact of a **flip flop** of secondary and elementary start times on the following (cont.):

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Offsite/alternative educational programming (Wilson Talent Center, etc)	9.94%	26.94%	14.81%	0.33
Students (Elementary aged)	18.16%	17.27%	36.43%	-0.27
Students (Secondary aged)	52.10%	12.77%	20.86%	0.88
Responsibilities (Morning)	31.27%	26.29%	36.45%	0.17
Responsibilities (Evening)	29.47%	35.76%	29.47%	0.38

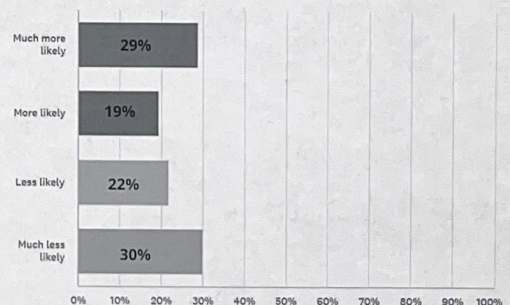
8

Q2 (Staff/Community): How likely are you to support a district wide start time change that has all schools starting later?



5

Q4 (Staff/Community): How likely are you to support a district wide start time change that includes a **flip flop** of secondary and elementary start times?



9

Q1 (Student): Please identify the impact of all schools (elementary and secondary) having later start times.

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Attendance at School	54.36%	32.28%	10.83%	1.22
Childcare	22.06%	35.97%	15.74%	0.66
Employment (caregiver or student)	21.63%	38.44%	23.02%	0.43
Extracurricular Activities	20.11%	29.79%	44.79%	-0.21
Finances	15.81%	55.24%	12.82%	0.73

25

Q3 (Student): Please identify the impact of a **flip flop** of secondary and elementary start times on the following:

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Attendance at School	37.93%	32.49%	24.91%	0.61
Childcare	19.90%	36.84%	18.10%	0.54
Employment (caregiver or student)	19.95%	40.15%	22.51%	0.42
Extracurricular Activities	27.01%	30.32%	35.54%	0.14
Finances	14.54%	52.12%	14.03%	0.66

28

Q1 (Student): Please identify the impact of all schools (elementary and secondary) having later start times (cont.).

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Offsite/alternative educational programming (Wilson Talent Center, etc.)	15.53%	36.49%	20.74%	0.36
Responsibilities (Morning)	60.62%	23.46%	12.85%	1.23
Responsibilities (Evening)	26.17%	27.44%	43.22%	-0.07

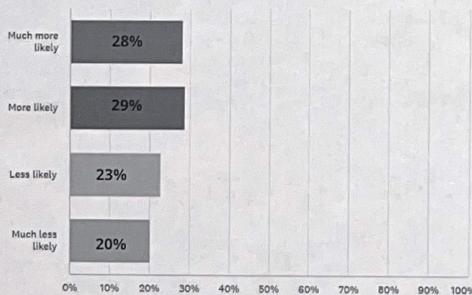
26

Q3 (Student): Please identify the impact of a **flip flop** of secondary and elementary start times on the following (cont.):

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Offsite/alternative educational programming (Wilson Talent Center, etc.)	16.39%	35.60%	18.69%	0.44
Responsibilities (Morning)	39.29%	25.26%	28.44%	0.50
Responsibilities (Evening)	35.92%	25.10%	32.74%	0.34

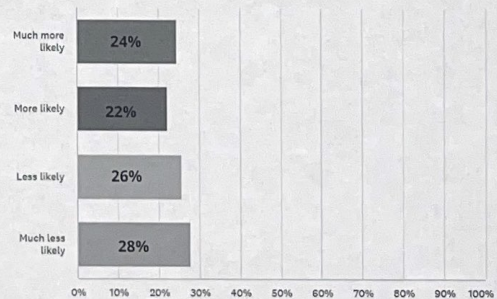
30

Q2 (Student): How likely are you to support a district wide start time change that has all schools starting later?



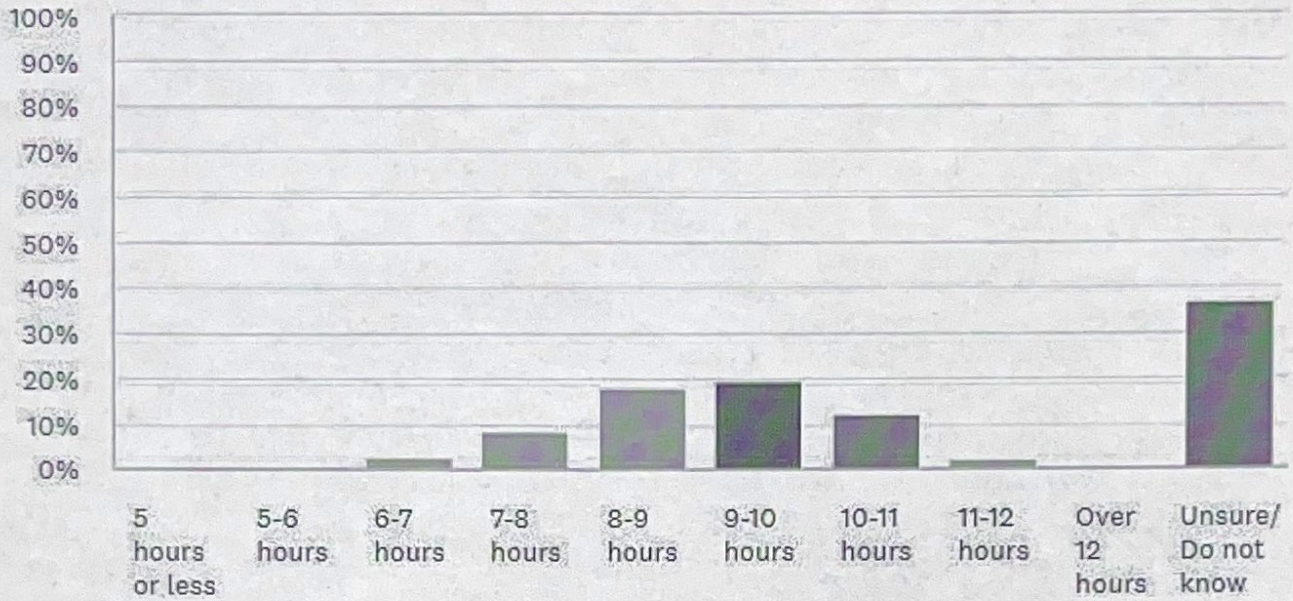
27

Q4 (Student): How likely are you to support a district wide start time change that includes a **flip flop** of secondary and elementary start times?

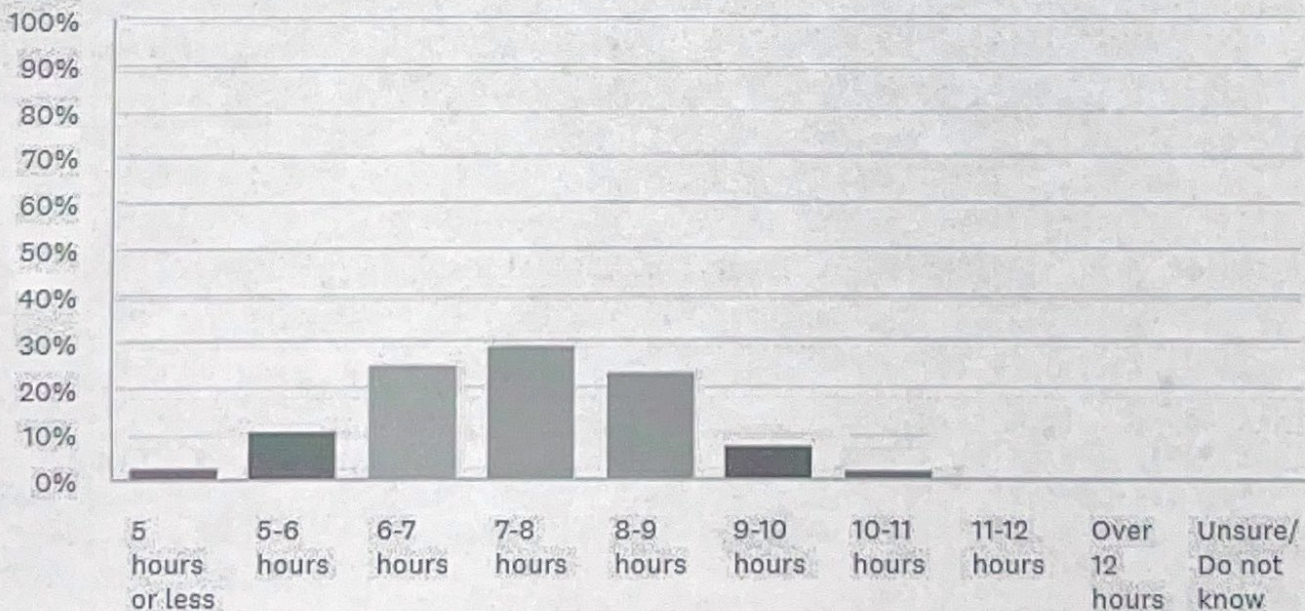


31

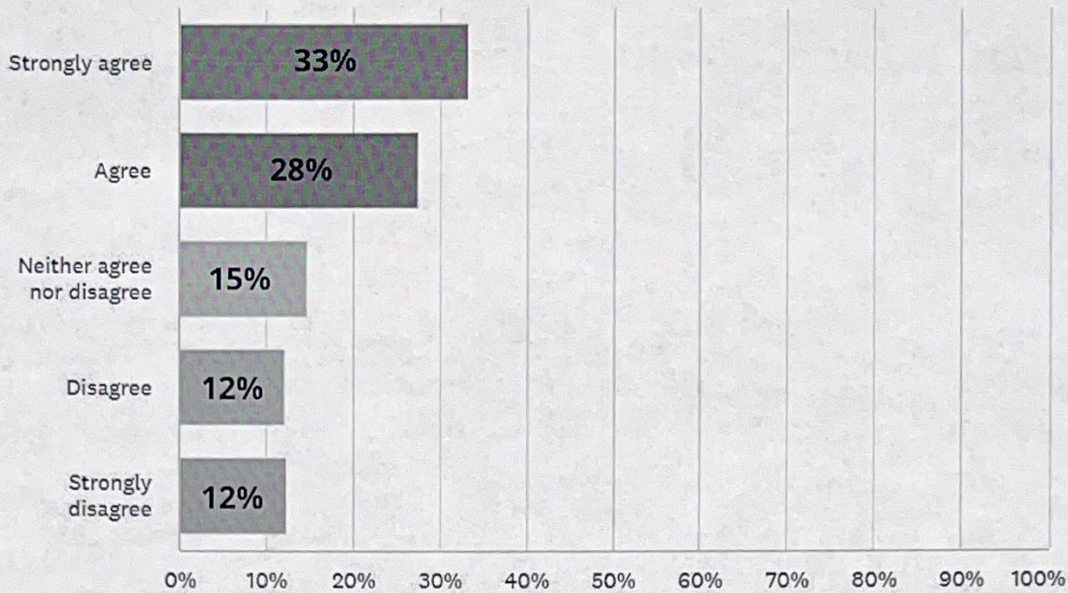
Q17 (Staff/Community): How much time does your elementary student sleep on an average school night?



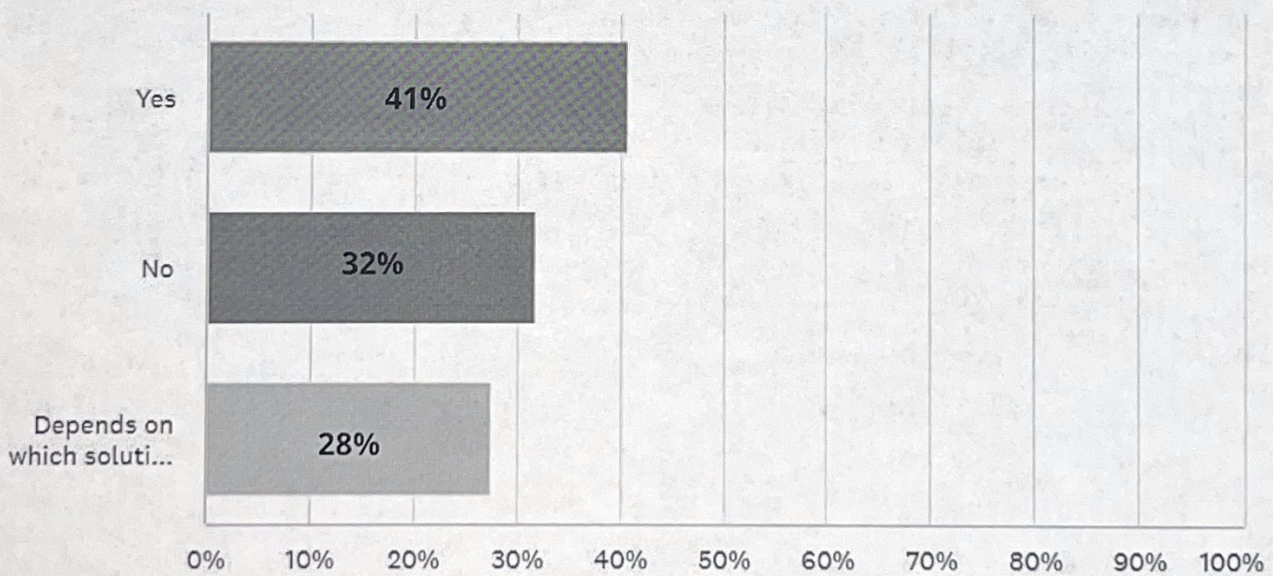
Q12 (Staff/Community): How much time does your secondary student sleep on an average school night?



Q14 (Student): A later start time would help insure secondary students receive 8-10 hours of sleep on the typical school night.

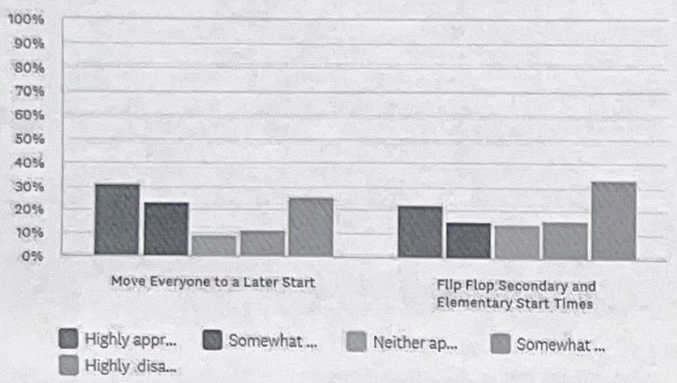


Q15 (Student): After consideration of all of these factors do you support secondary school start time changes to start no sooner than 8:30 am?

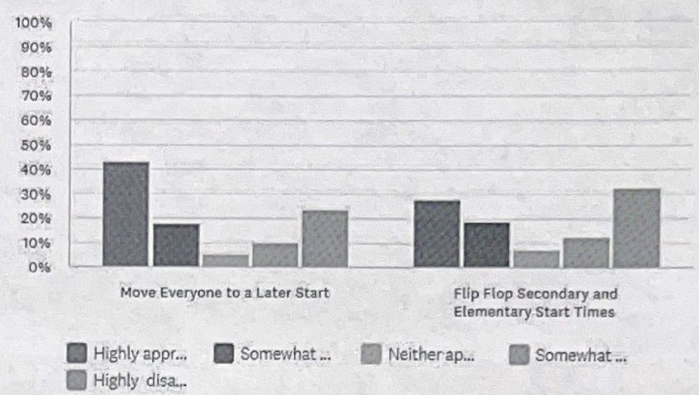


Comparison: Please indicate your level of support for the following start time options.

Student Responses

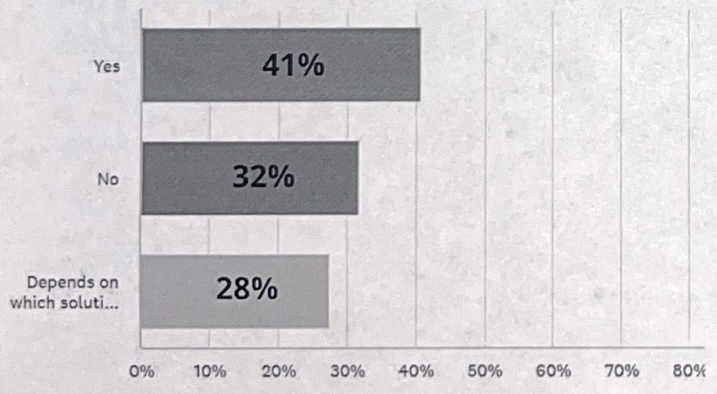


Staff/Community Responses

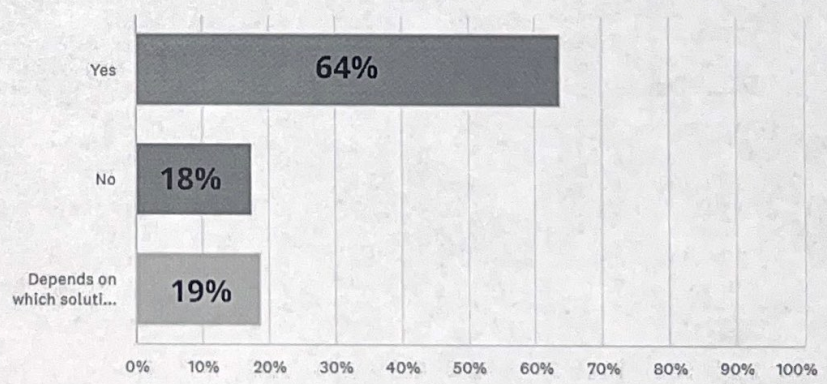


Comparison: After consideration of all of these factors do you support secondary school start time changes to start no sooner than 8:30 am?

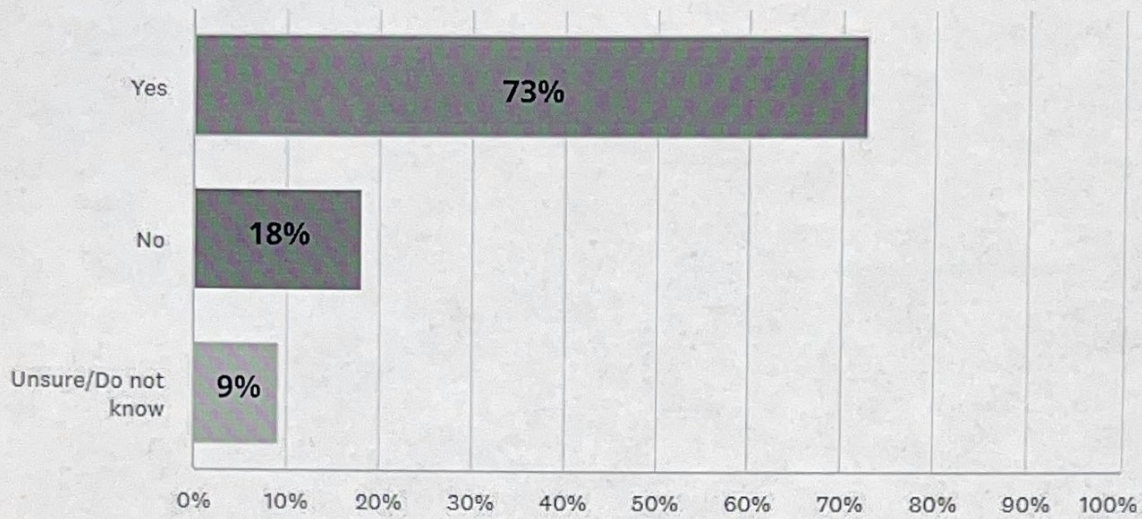
Student Responses



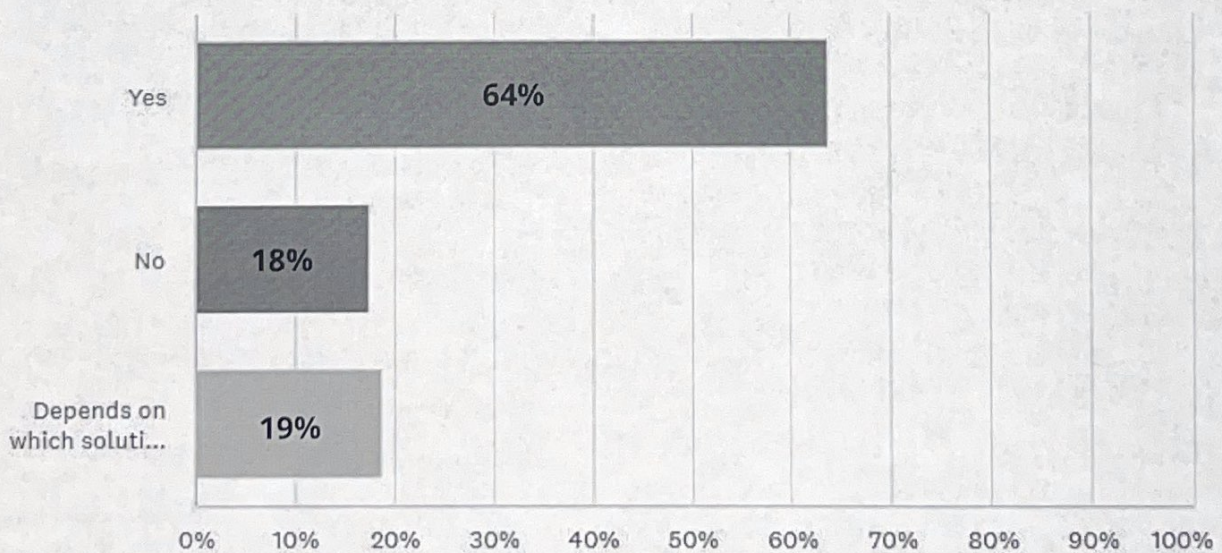
Staff/Community Responses



Q14 (Staff/Community): Would a later secondary start time help ensure secondary students received a minimum of 8 hours of sleep on a typical school night?



Q21 (Staff/Community): After consideration of all of these factors do you support secondary school start time changes to start no sooner than 8:30 am?



Options for School Start Times

May 2021



Some Research...

-Unclear outcomes for elementary students for a later start time (some research demonstrating later times better for all, more research needs to be done)

A recent study published in Sleep Health, a peer-reviewed journal (Keller et al. 2017) indicates associations between earlier starts and higher rates of behavior problems in elementary schools. <https://www.psychologytoday.com/us/blog/child-sleep-zzzs/201702/earlier-school-start-times-elementary-school-students>

-Biological sleep rhythms of adolescents impact sleep-wake cycles, difficulty falling asleep before 11:00 PM and waking up early in the AM

Some Research...

The [American Academy of Sleep](#) recommends that teenagers aged 13 to 18 years should regularly sleep 8 to 10 hours per day for good health.

The American Academy of Pediatrics [recommended](#) in 2014 that middle and high schools begin instruction no earlier than 8:30 a.m., though [most](#) U.S. high schools start the day before then. <https://www.washington.edu/news/2018/12/12/high-school-start-times-study/>

According to the [2014 School Health Policies and Practices StudyCdc-pdf](#), 93% of high schools and 83% of middle schools in the U.S. started before 8:30 am. <https://www.cdc.gov/features/school-start-times/index.html>

https://www.huffpost.com/entry/new-study-shows-just-how-bad-early-school-start-times-are-for-kids_l_60788c9ee4b001befb728502

State Requirements Related to Time... (Non-negotiables)

- 1098 Instructional Hours
- Additional 30 hours of Professional Development

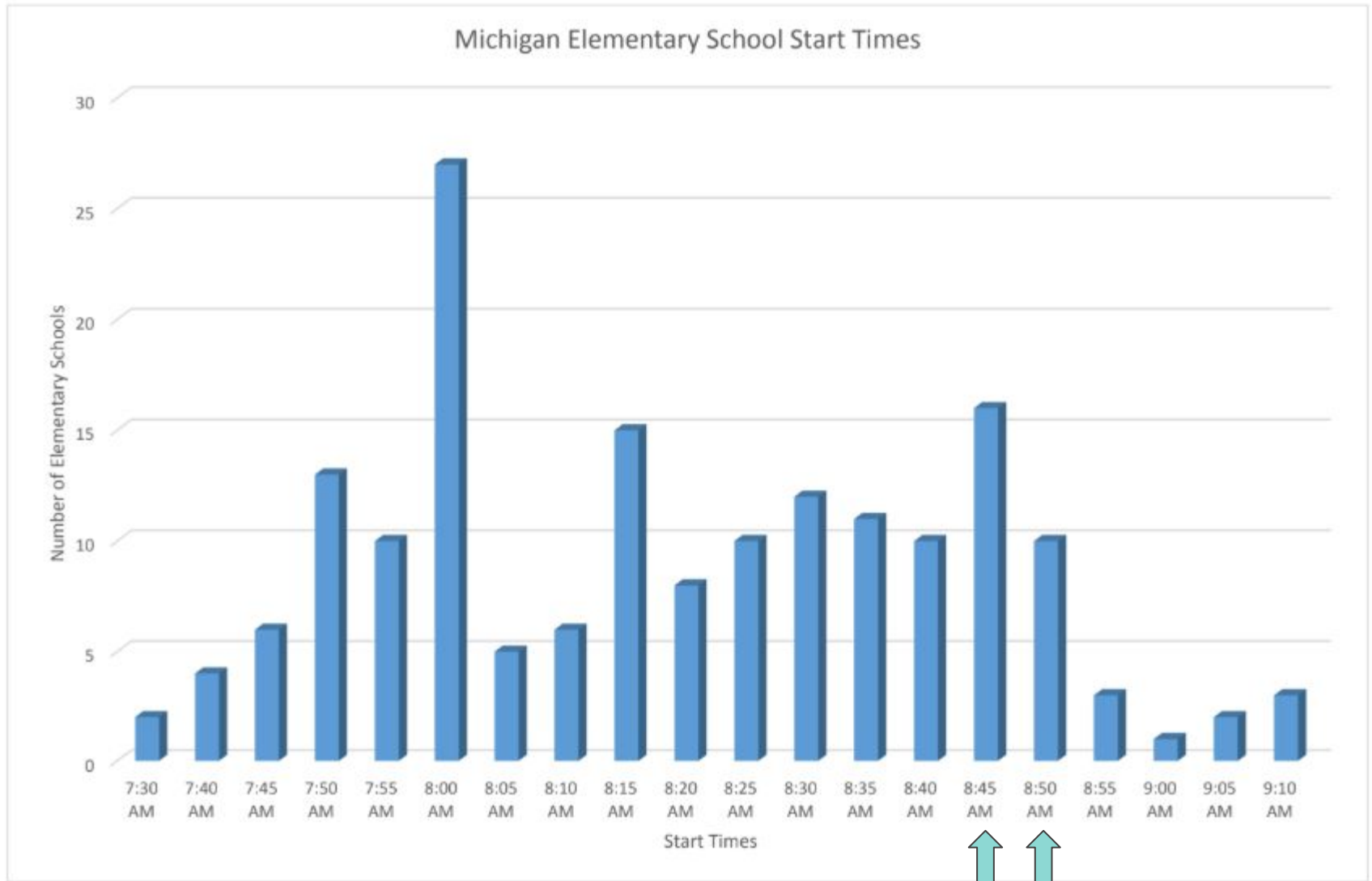
ASSUMES NORMAL SCHOOL YEAR, POST COVID

Current Start/End Times in Okemos

- OHS 7:45 AM-2:35 PM
- CMS 8:00 AM-2:45 PM
- Kinawa 8:45 AM-3:30 PM
- Elementary 8:50 AM-3:45 PM

How does Okemos compare with times across the state?

Elementary Data



Kinawa



Elementary

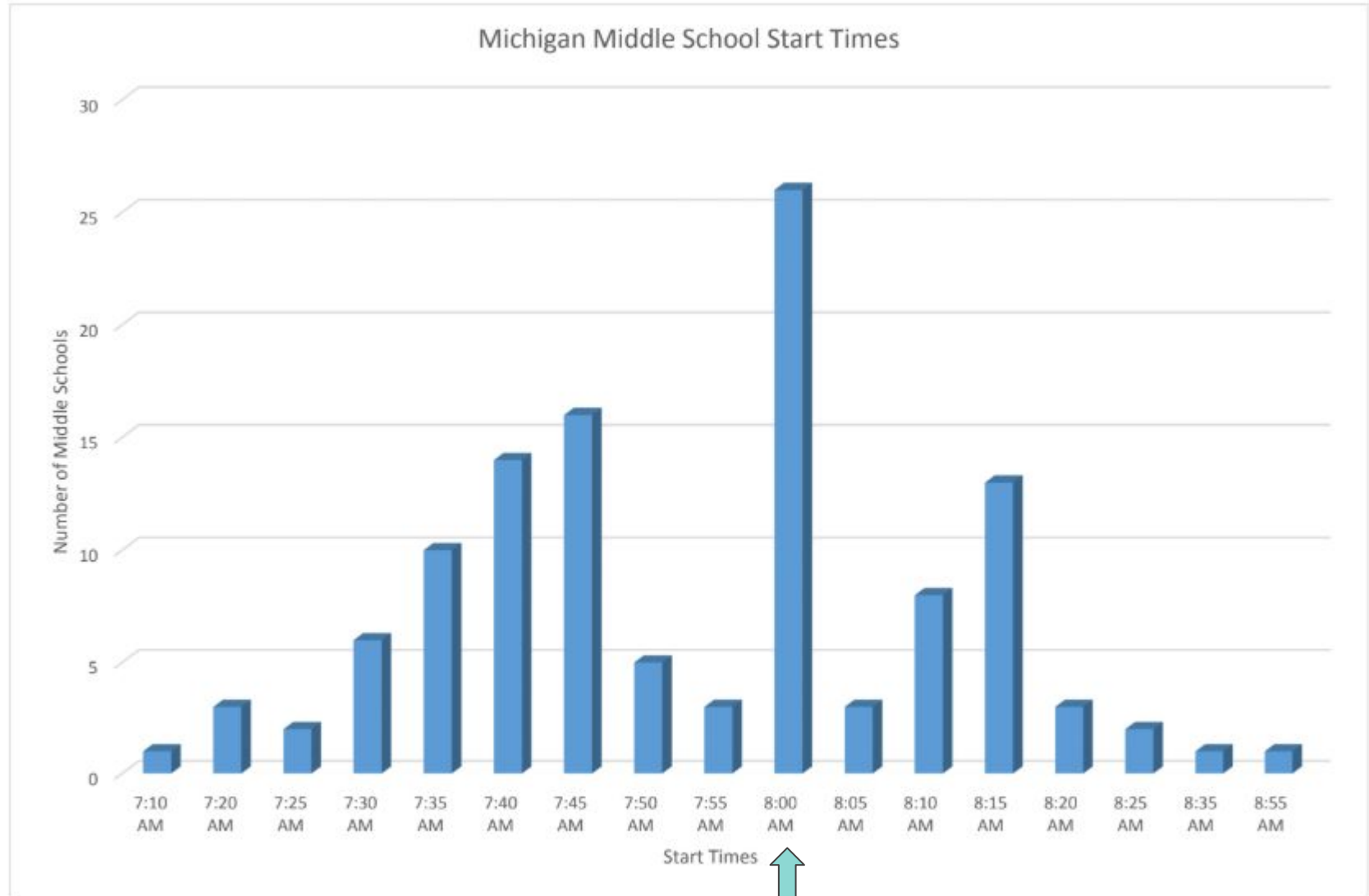


Michigan Association of School Administrators

130 Responses
Note that 31 start times were rounded to the nearest interval

How does Okemos compare with times across the state?

Middle School Data



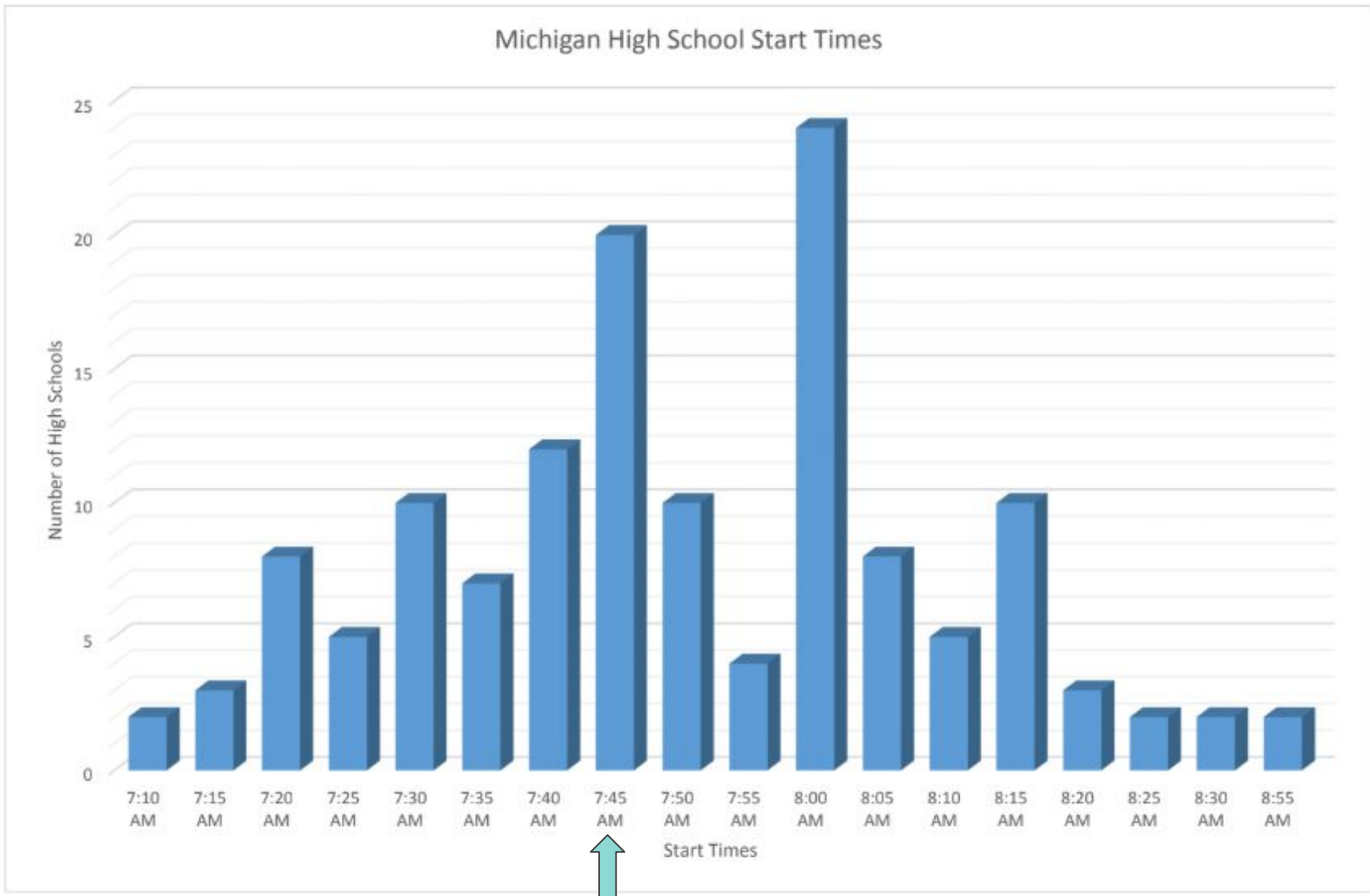
112 Responses
Note that 8 start times were rounded to the nearest interval

CMS



How does Okemos compare with times across the state?

High School Data

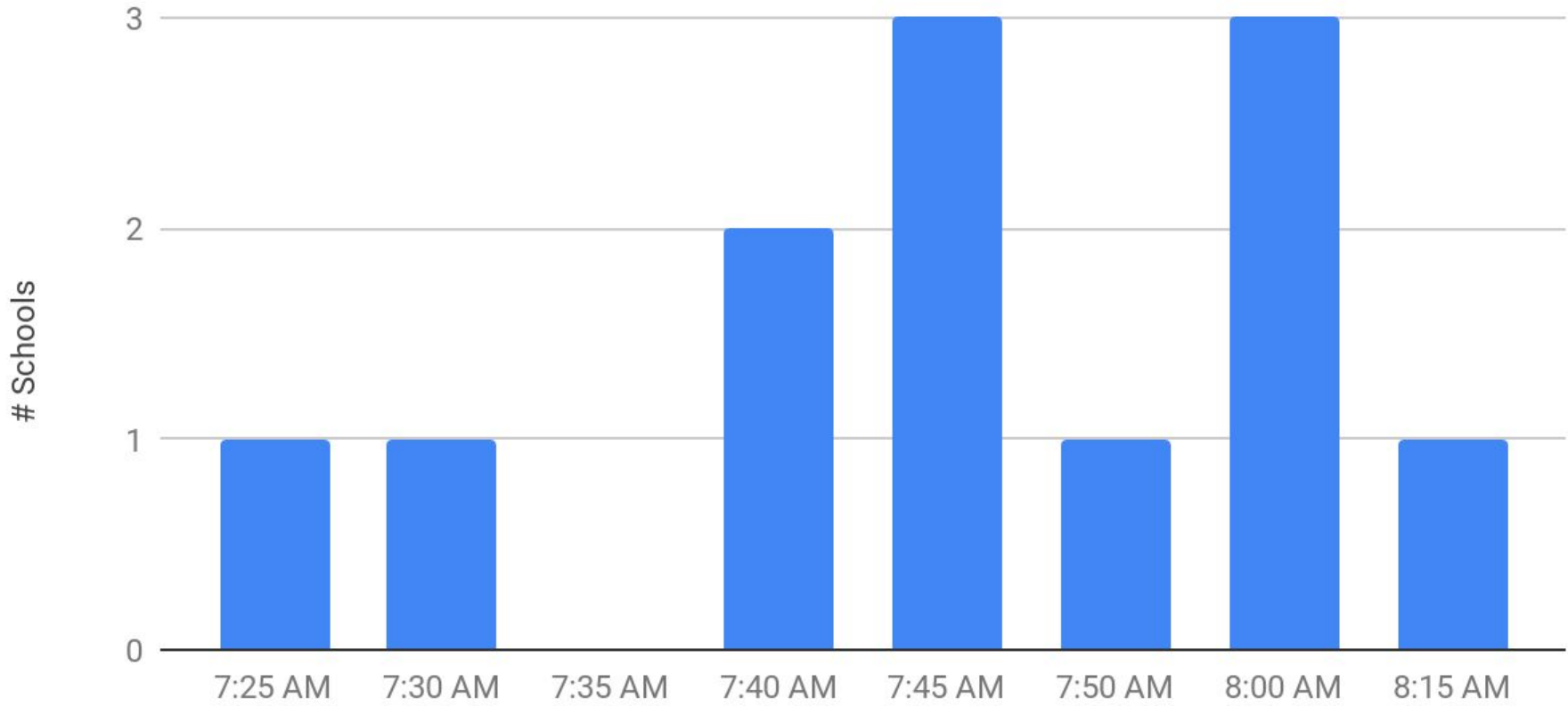


130 Responses
Note that 8 start times were rounded to the nearest interval

OHS



Local High School Start Time Distribution 20-21



Start Time



OHS

Common Considerations to altering start times...

- **Transportation schedules and potential costs to add buses/drivers**
 - 45 minutes needed between bus tiers, with two “runs” (Currently two bus runs- K-6, and 7-12)
 - If single run, need to purchase # busses at \$97,769.00 each (Estimated 13 buses 2021)
 - Fewer miles on each bus
 - Consideration of gas and maintenance costs
 - Does not include costs for additional drivers (difficulty staffing currently)
- **Schedule conflicts for students with after-school activities and work schedules**
 - District has more control over clubs, extra curriculars than it has control for appointments, athletics, student work hours, etc.
 - Loss of instructional time at end of day if sign outs increase to attend outside events
 - Athletics/extracurriculars impact academic hours (leave no sooner than 1 pm), will impact more academic hours if school goes later
 - (OHS- 5, 6th hour impacted currently, may be 4- 6th hour for some teams and coaches (staff members))
- **Schedule may conflict with outside academic programs**
 - Students shared across levels, Wilson Talent Center, CHAMPS, LEAF, ISHALL, Dual enrollment, etc.

Considerations...

- **Safety issues for younger students** (younger children in darkness during AM at bus stop or walking, home before older siblings)
- **Family schedule and financial impact** (Early drop off/supervision issues due to adult work schedules, homework pushed to later, older siblings unable to picking up at multiple schools, increased ridership on busses if does not align with work schedules, potential for increased childcare needs)
- **OHS students were surveyed about later start times and class options. Students expressed they wanted to get our earlier** to start after school activities and work and the negative impact of pushing those activities later
- **Others**
 - Shared staff and students across levels, car line impact,

What are our stakeholder feelings (parents/guardians, students, staff) about this potential change?

Current Start Time -Status Quo

Option:	First Pick Up	School Start Time	School End Time	Last Drop Off
Current Start Times (Status Quo)	6:55 am ----- 7:55 am	7:45 OHS 8:00 CMS ----- 8:45 Kinawa 8:50 Elementary	2:35 OHS 2:45 CMS ----- 3:30 Kinawa 3:45 Elementary	3:20 pm ----- 4:40 pm

Opportunities

- No additional transportation costs
- Maintains current family routines
- Maintains student after-school schedules (extracurricular, work)
- Aligned with schedules of other academic programs (Wilson Talent Center)
- Younger students not at bus stop or walking in dark
- Older students able to pick up or provide childcare to younger siblings in afternoon
- No impact on before or after childcare programs, family childcare needs
- Aligns schedule for shared staffing between schools
- Aligns with last data from OHS students who did not enroll in later classes

Barriers

- Not in alignment with sleep science for 7-12, 8:30am or later start
- Students and coaching staff may miss academic hours (1.5 class periods) to attend extracurricular competitions
- Students miss 6th hour due to work waivers at OHS (FTE impact)

Flip Flop Start Times

Option:	First Pick Up	School Start Time	School End Time	Last Drop Off
Flip Flop Start Times Kinawa/Elementary then OHS/CMS	6:55 am ----- 7:55 am	7:45 Kinawa 7:50 Elementary ----- 8:45 OHS 8:55 CMS	2:30 Kinawa 2:45 Elementary ----- 3:35 OHS 3:40 CMS	3:25 pm ----- 4:40 pm

Opportunities

- Aligns with sleep science for grades 7-12, 8:30 am or later start
- No additional transportation costs
- Potential for older siblings being home in the morning to help with younger siblings
- Older students may be able to drop off or provide childcare to younger siblings in morning

Barriers

- Students and coaching staff may miss additional academic hours to attend extracurricular competitions (greater than 1.5 class periods)
- Increased class time missed with work waivers for students attending OHS later in day (FTE impact)
- Younger students are waiting for busses, walking in the dark during winter months,
- Older students not at home when younger students arrive home in afternoon
- Not as aligned with schedules of other academic programs (Wilson Talent Center)
- May impact shared staff between buildings
- Longer elementary runs may push secondary start time even later

Move All K-12 Start Times Later

Option:	First Pick Up	School Start Time	School End Time	Last Drop Off
Move All K-12 Start Times Later (45 minutes)	7:30 am	8:30 OHS 8:45 CMS	3:20 OHS 3:30 CMS	4:10 pm
	----- 8:45 am	----- 9:30 Kinawa 9:35 Elementary	----- 4:15 Kinawa 4:30 Elementary	----- 5:25 pm

Opportunities

- Aligns with sleep science 7-12, 8:30 am or later start
- No additional transportation costs
- No impact on shared staff
- Later start for all students not at bus stop or walking or driving in dark (winter)

Barriers

- Later Kinawa/Elementary start and end for students
- Increased morning childcare needs for families
- Students and coaching staff may miss additional academic hours to attend extracurricular competitions (greater than 1.5 class periods)
- Increased work waivers for students attending OHS later in day (FTE impact)
- Athletic and extracurricular bus runs problematic, still on elementary runs
- Darkness concerns for after-school events

Recommendation

- Board identification of potential option(s) of interest, if any
- Survey stakeholders in Fall regarding options of interest to better inform impacts/decision making (families, OHS students, staff)



Start Time Data Presentation

March 2023





Staff/Community Survey Results: Moving All Start Times Later

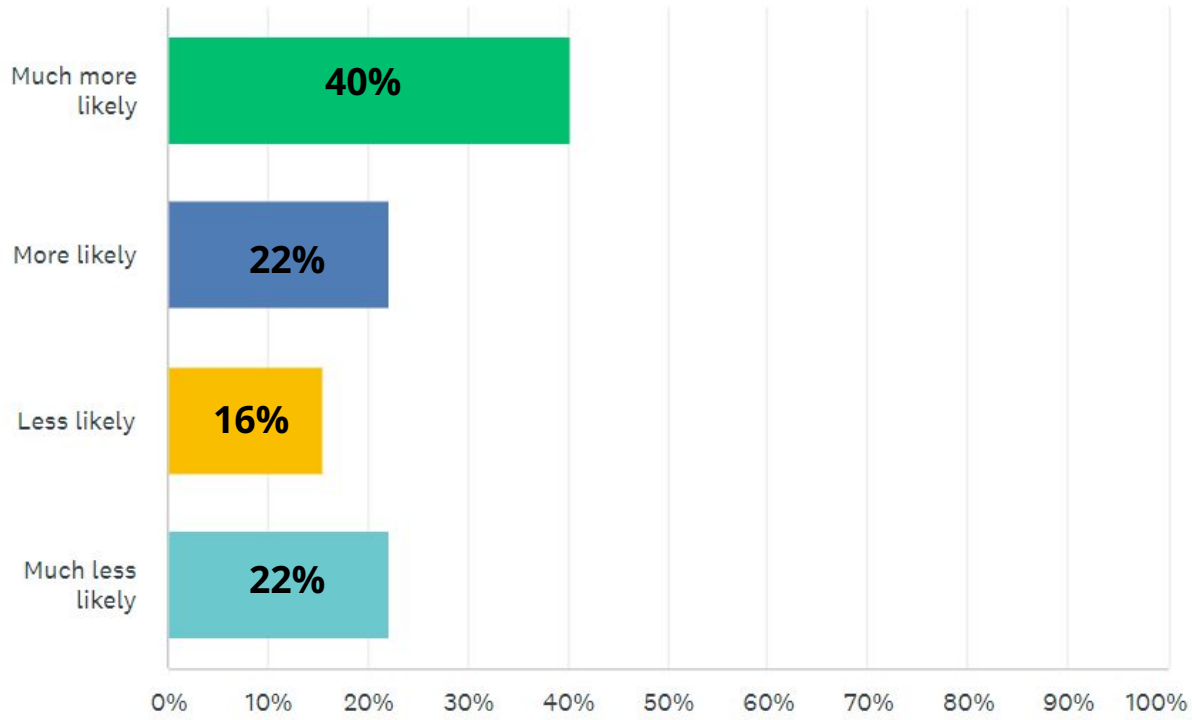
Q1 (Staff/Community): Please identify the impact of all schools (elementary and secondary) having later start times.

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Attendance at School	48.68%	35.79%	10.72%	1.17
Childcare	19.76%	27.32%	21.40%	0.35
Employment (caregiver or student)	23.72%	33.03%	27.65%	0.30
Extracurricular Activities	17.98%	36.97%	38.15%	-0.04
Finances	15.41%	51.78%	15.77%	0.62

Q1 (Staff/Community): Please identify the impact of all schools (elementary and secondary) having later start times (cont.)

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Offsite/alternative educational programming (Wilson Talent Center, etc)	9.51%	27.33%	14.08%	0.36
Students (Elementary aged)	29.90%	19.14%	20.88%	0.53
Students (Secondary aged)	61.80%	12.12%	12.76%	1.27
Responsibilities (Morning)	50.18%	24.91%	20.71%	0.88
Responsibilities (Evening)	29.91%	31.64%	34.45%	0.23

Q2 (Staff/Community): How likely are you to support a district wide start time change that has all schools starting later?





Staff/Community Survey Results: Flip Flop Elementary and Secondary Start Times

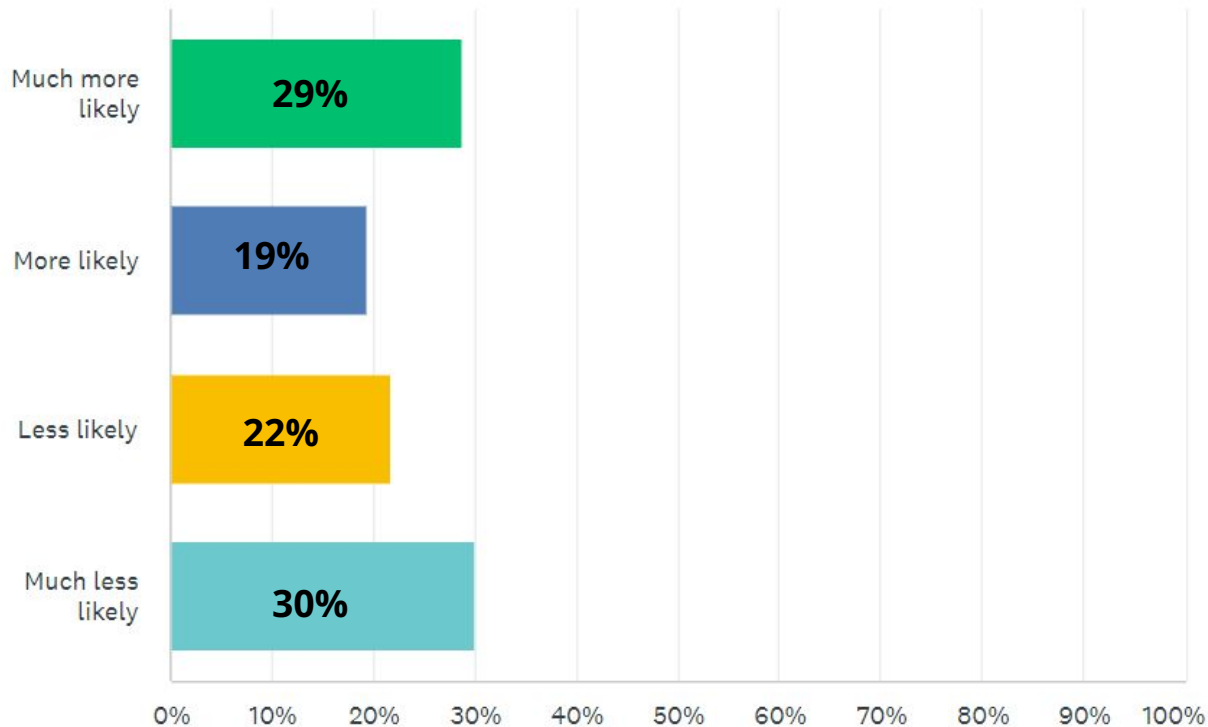
Q3 (Staff/Community): Please identify the impact of a **flip flop** of secondary and elementary start times on the following:

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Attendance at School	32.91%	33.00%	27.78%	0.46
Childcare	15.22%	27.77%	26.68%	0.07
Employment (caregiver or student)	17.61%	35.91%	30.96%	0.11
Extracurricular Activities	22.22%	39.38%	29.27%	0.28
Finances	12.78%	50.45%	19.72%	0.44

Q3 (Staff/Community): Please identify the impact of a **flip flop** of secondary and elementary start times on the following (cont.):

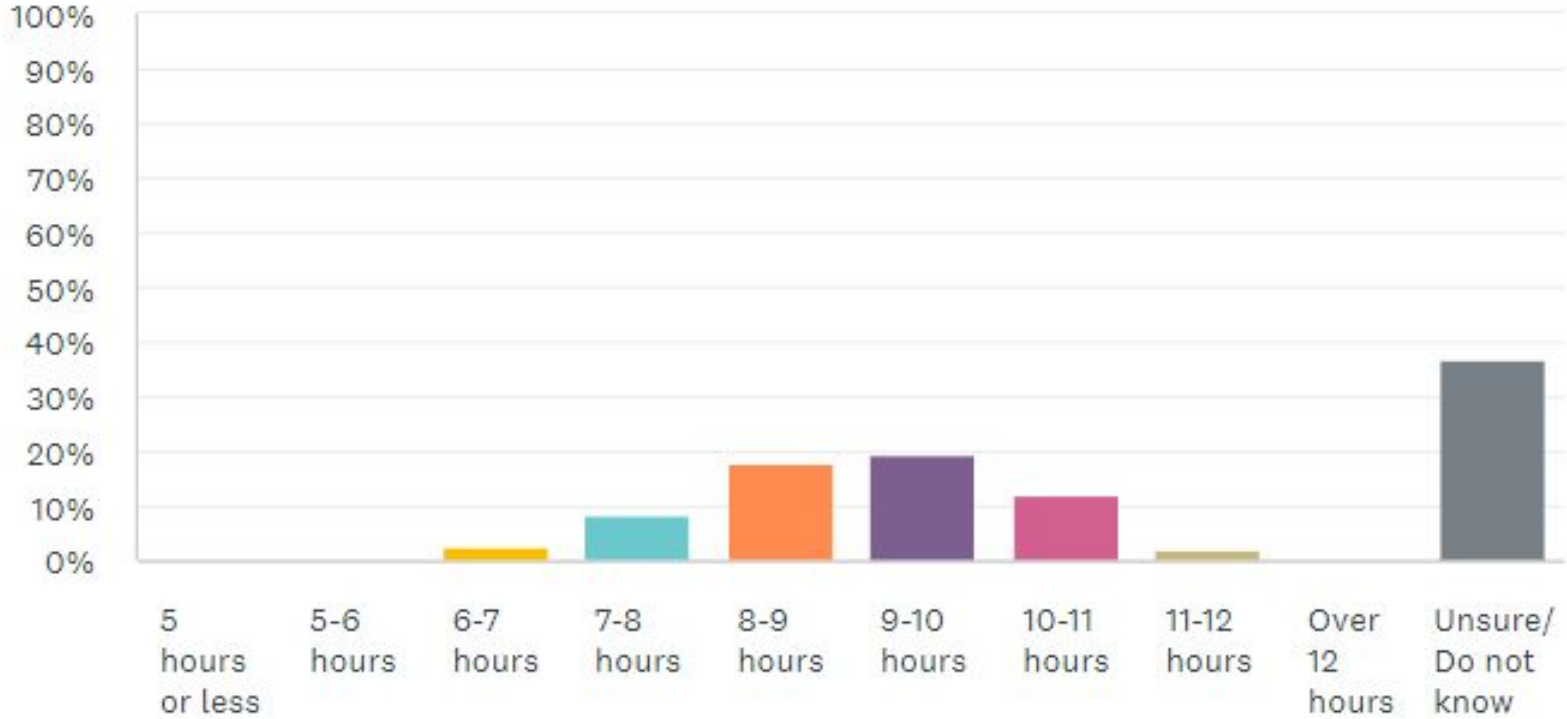
Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Offsite/alternative educational programming (Wilson Talent Center, etc)	9.94%	26.94%	14.81%	0.33
Students (Elementary aged)	18.16%	17.27%	36.43%	-0.27
Students (Secondary aged)	52.10%	12.77%	20.86%	0.88
Responsibilities (Morning)	31.27%	26.29%	36.45%	0.17
Responsibilities (Evening)	29.47%	35.76%	29.47%	0.38

Q4 (Staff/Community): How likely are you to support a district wide start time change that includes a **flip flop** of secondary and elementary start times?

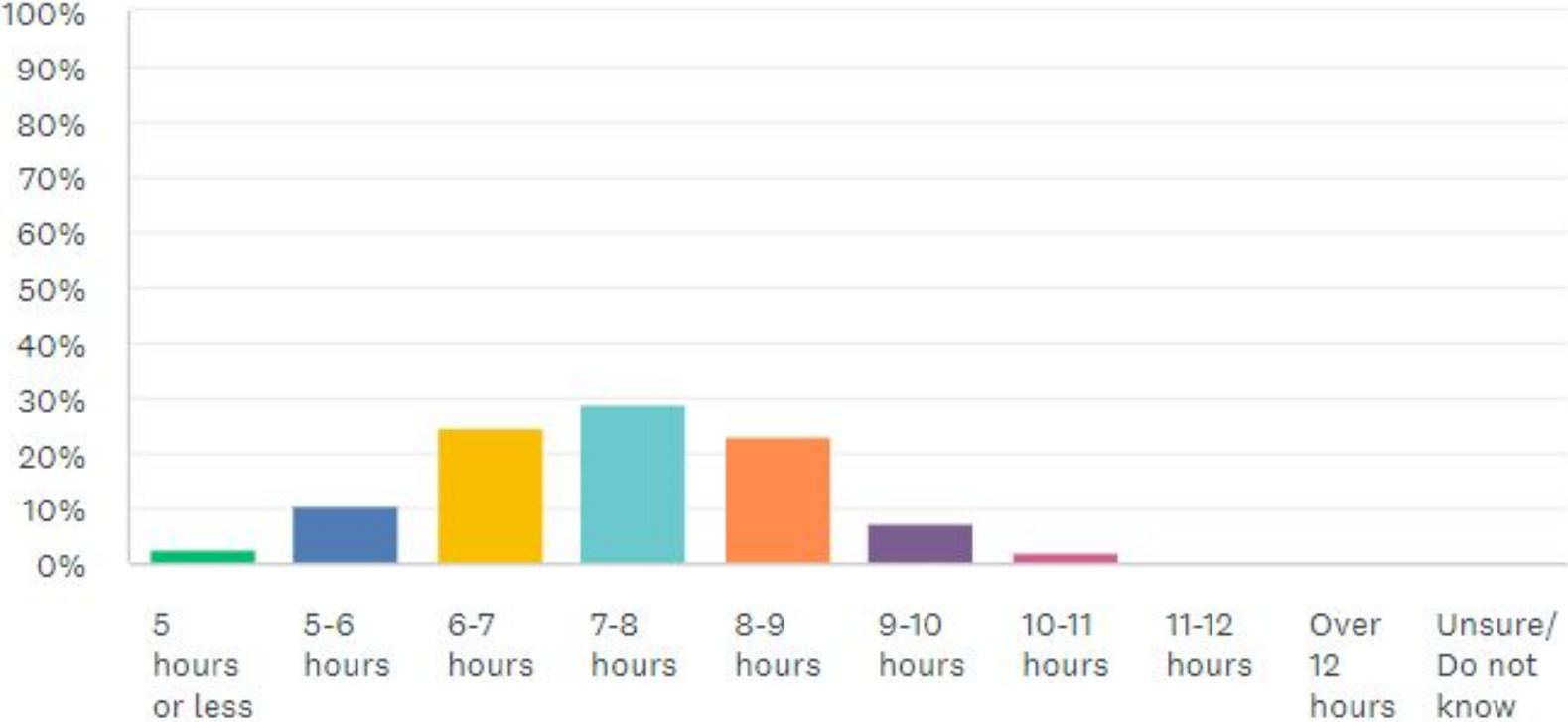


Staff/Community Survey Results: Sleep Data

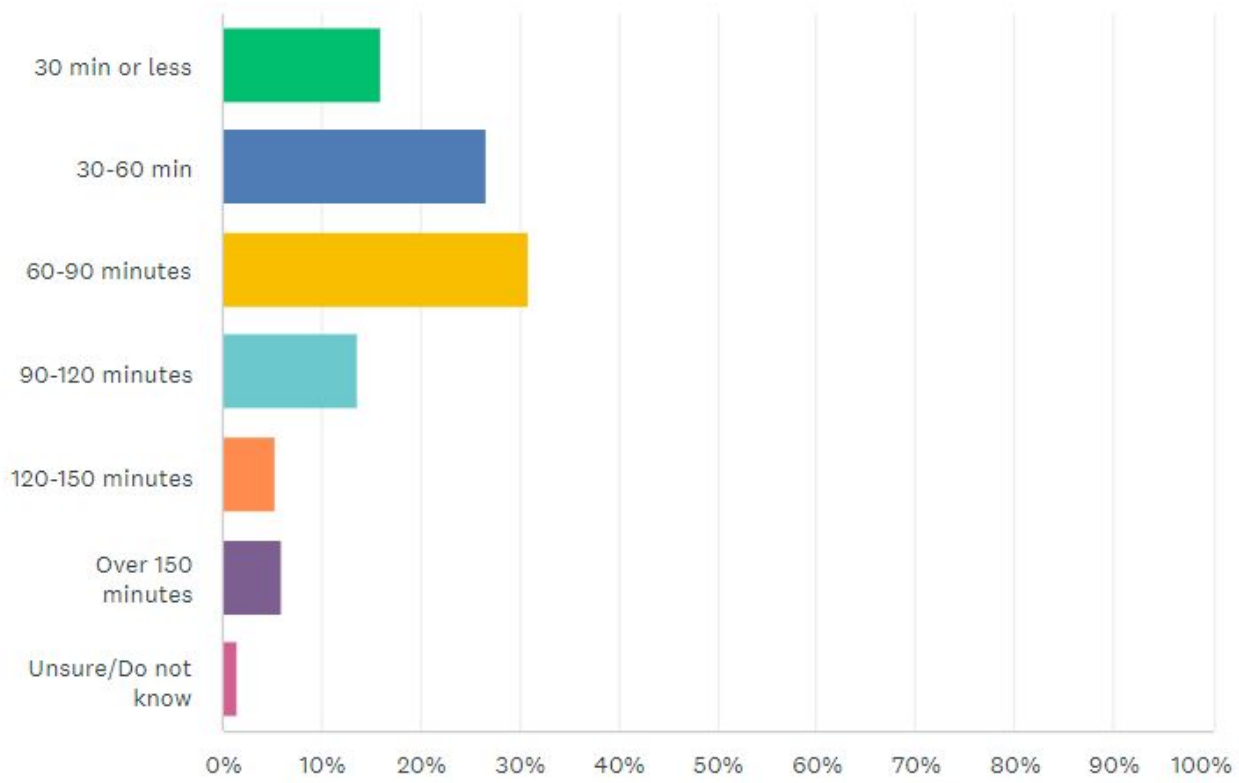
Q17 (Staff/Community): How much time does your elementary student sleep on an average school night?



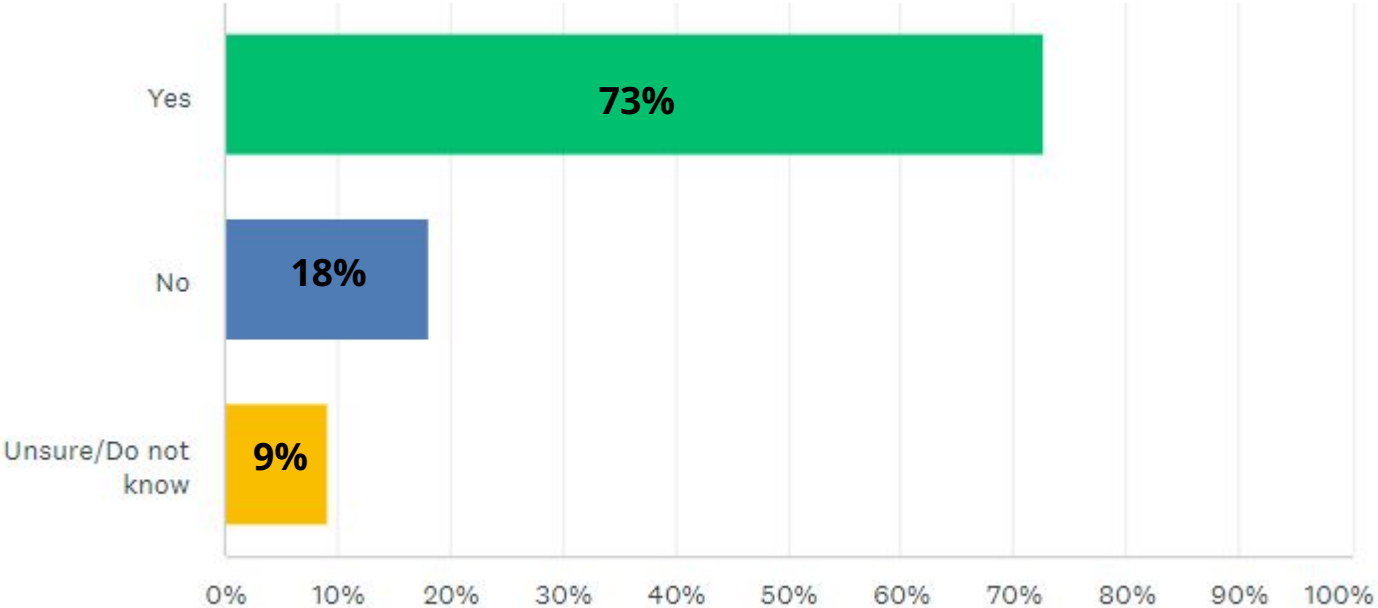
Q12 (Staff/Community): How much time does your secondary student sleep on an average school night?



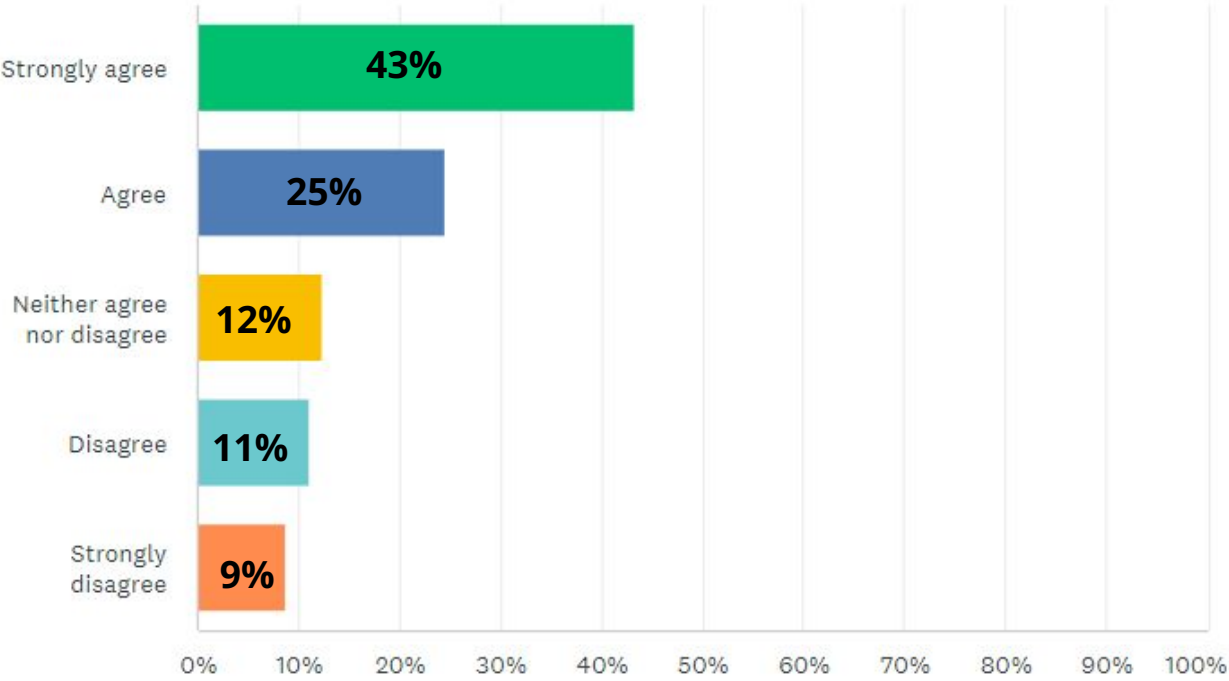
Q13 (Staff/Community): How much time does your secondary student spend on homework on the average school night?



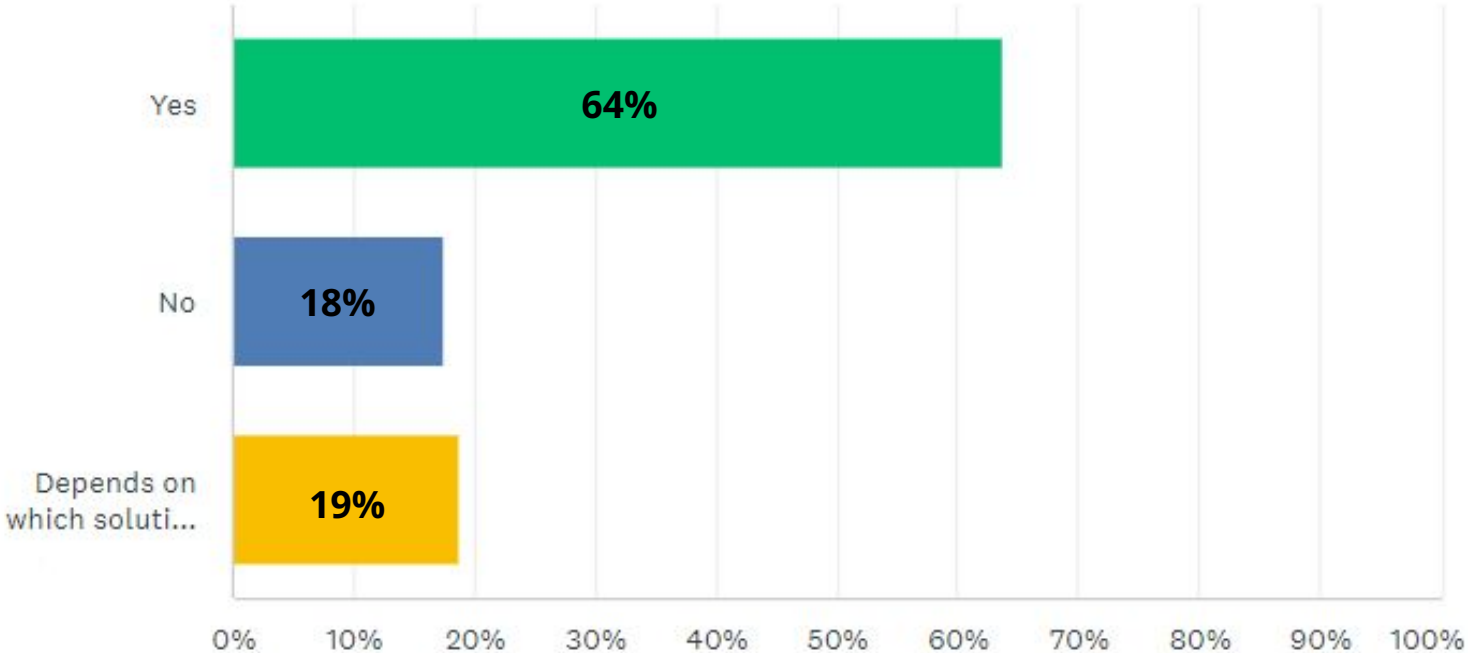
Q14 (Staff/Community): Would a later secondary start time help ensure secondary students received a minimum of 8 hours of sleep on a typical school night?



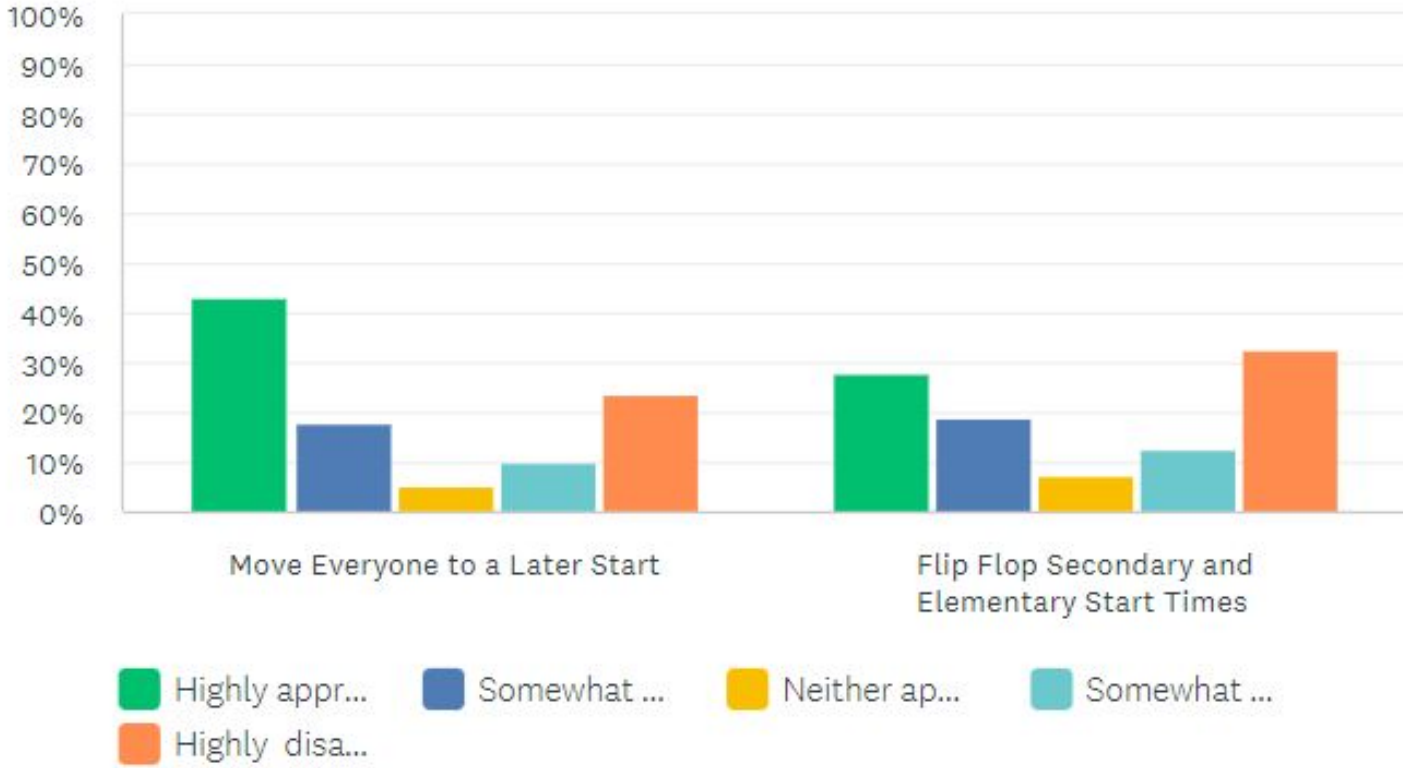
Q20 (Staff/Community): Agree or disagree: A later start time would help ensure secondary students receive 8-10 hours of sleep on the typical school night.



Q21 (Staff/Community): After consideration of all of these factors do you support secondary school start time changes to start no sooner than 8:30 am?



Q22 (Staff/Community): Please indicate your level of support for the following start time options.





Secondary Student Survey Results: Moving All Start Times Later

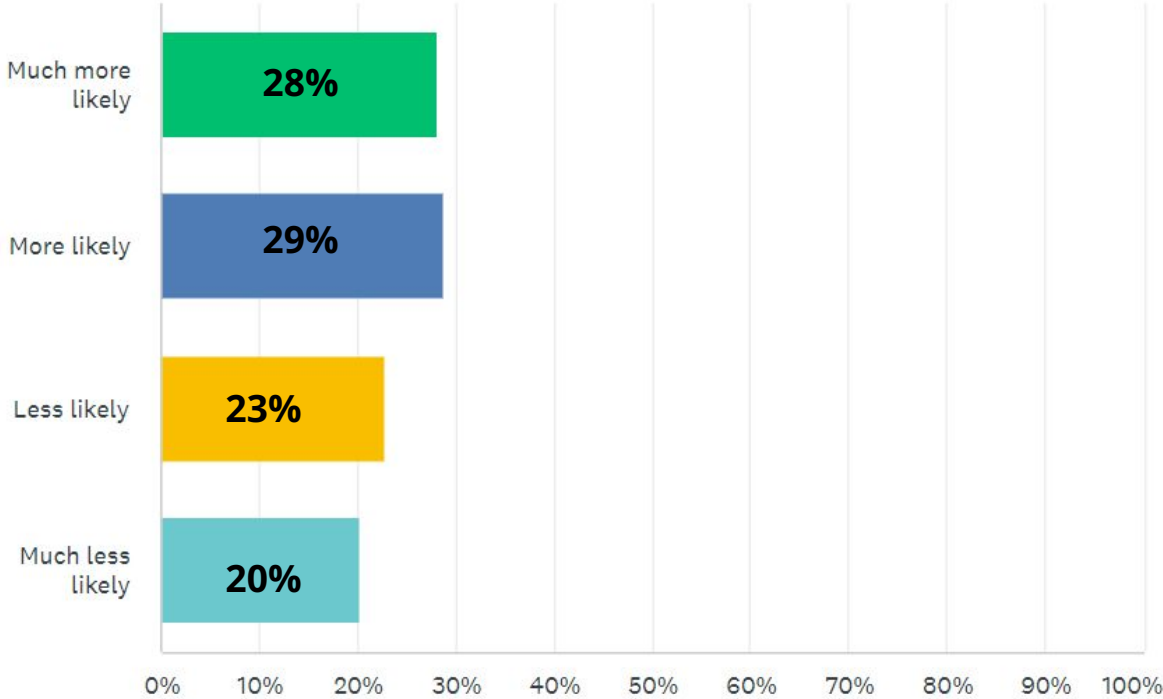
Q1 (Student): Please identify the impact of all schools (elementary and secondary) having later start times.

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Attendance at School	54.36%	32.28%	10.83%	1.22
Childcare	22.06%	35.97%	15.74%	0.66
Employment (caregiver or student)	21.63%	38.44%	23.02%	0.43
Extracurricular Activities	20.11%	29.79%	44.79%	-0.21
Finances	15.81%	55.24%	12.82%	0.73

Q1 (Student): Please identify the impact of all schools (elementary and secondary) having later start times (cont.).

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Offsite/alternative educational programming (Wilson Talent Center, etc)	15.53%	36.49%	20.74%	0.36
Responsibilities (Morning)	60.62%	23.46%	12.85%	1.23
Responsibilities (Evening)	26.17%	27.44%	43.22%	-0.07

Q2 (Student): How likely are you to support a district wide start time change that has all schools starting later?





Secondary Student Survey Results: Flip Flop Elementary and Secondary Start Times

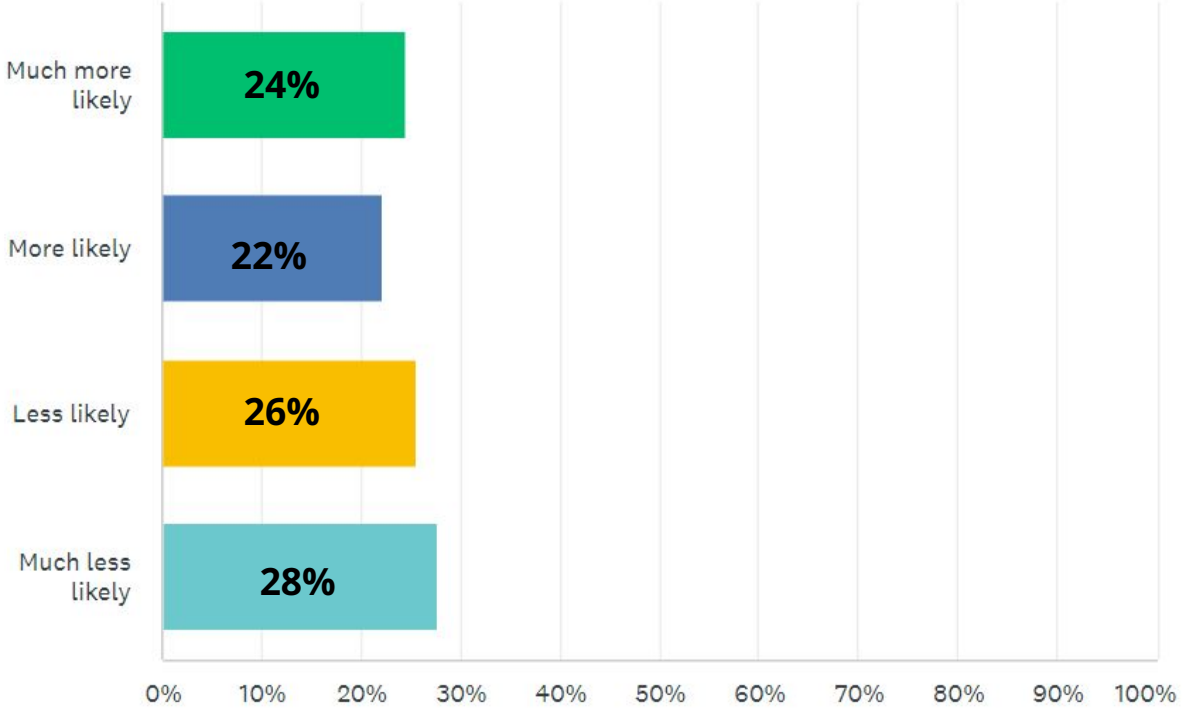
Q3 (Student): Please identify the impact of a flip flop of secondary and elementary start times on the following:

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Attendance at School	37.93%	32.49%	24.91%	0.61
Childcare	19.90%	36.84%	18.10%	0.54
Employment (caregiver or student)	19.95%	40.15%	22.51%	0.42
Extracurricular Activities	27.01%	30.32%	35.54%	0.14
Finances	14.54%	52.12%	14.03%	0.66

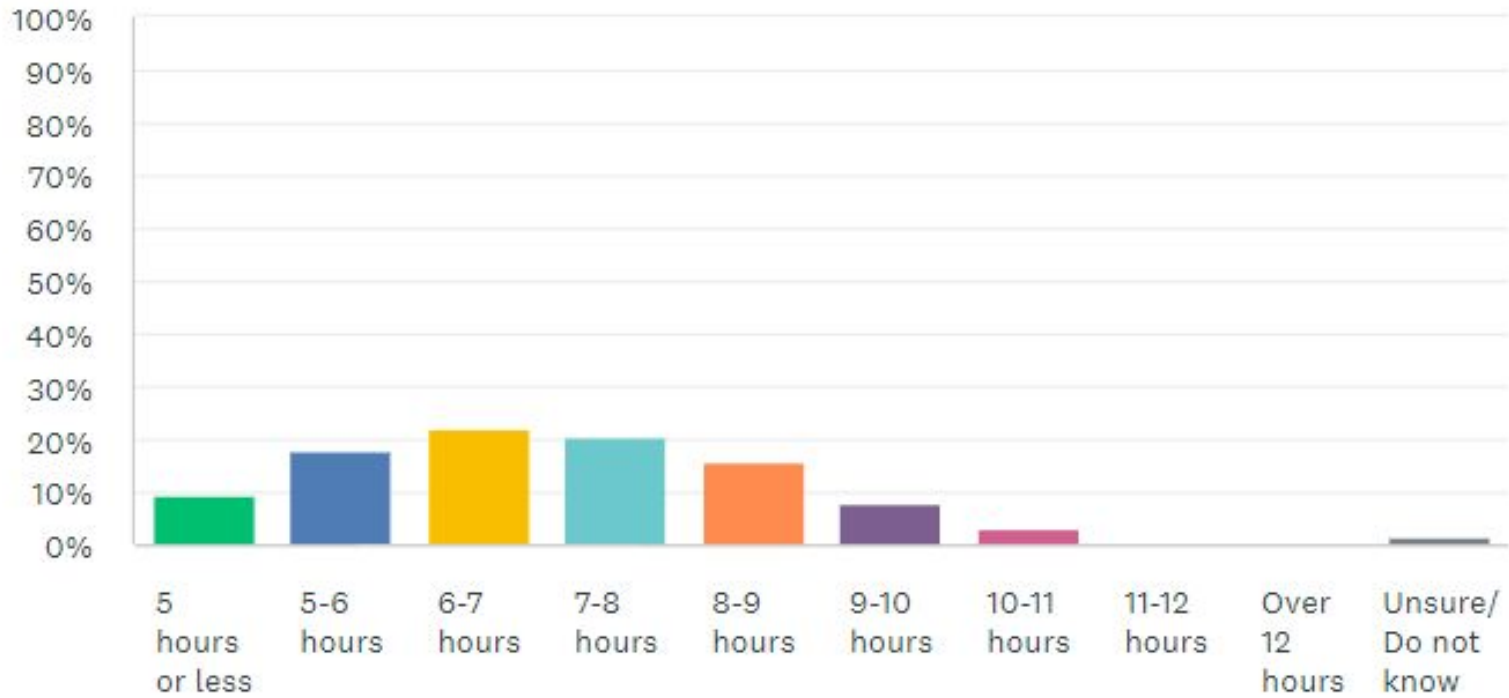
Q3 (Student): Please identify the impact of a flip flop of secondary and elementary start times on the following (cont.):

Factors of Impact	Positive Impact	Neutral or No Impact	Negative Impact	Weighted Average
Offsite/alternative educational programming (Wilson Talent Center, etc)	16.39%	35.60%	18.69%	0.44
Responsibilities (Morning)	39.29%	25.26%	28.44%	0.50
Responsibilities (Evening)	35.92%	25.10%	32.74%	0.34

Q4 (Student): How likely are you to support a district wide start time change that includes a flip flop of secondary and elementary start times?



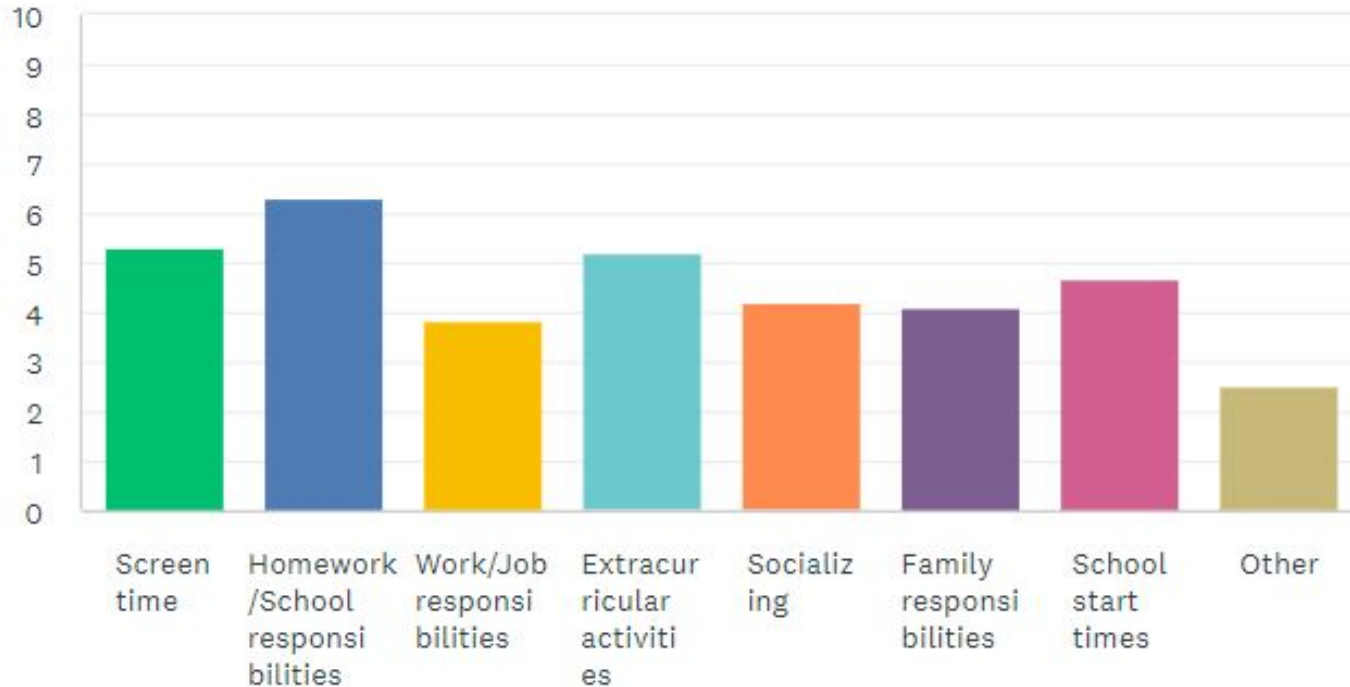
Q9 (Student): How much time do you sleep on an average school night?



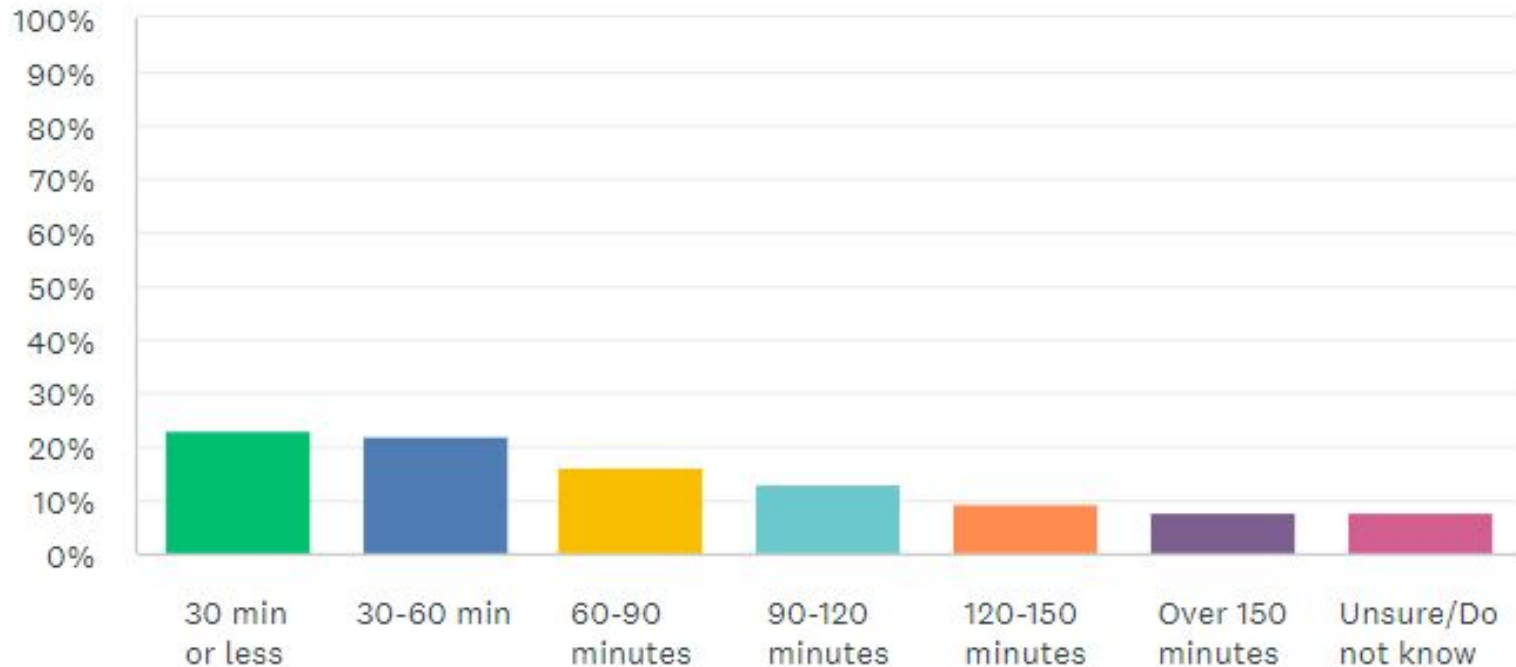


Secondary Student Survey Results: Sleep Information

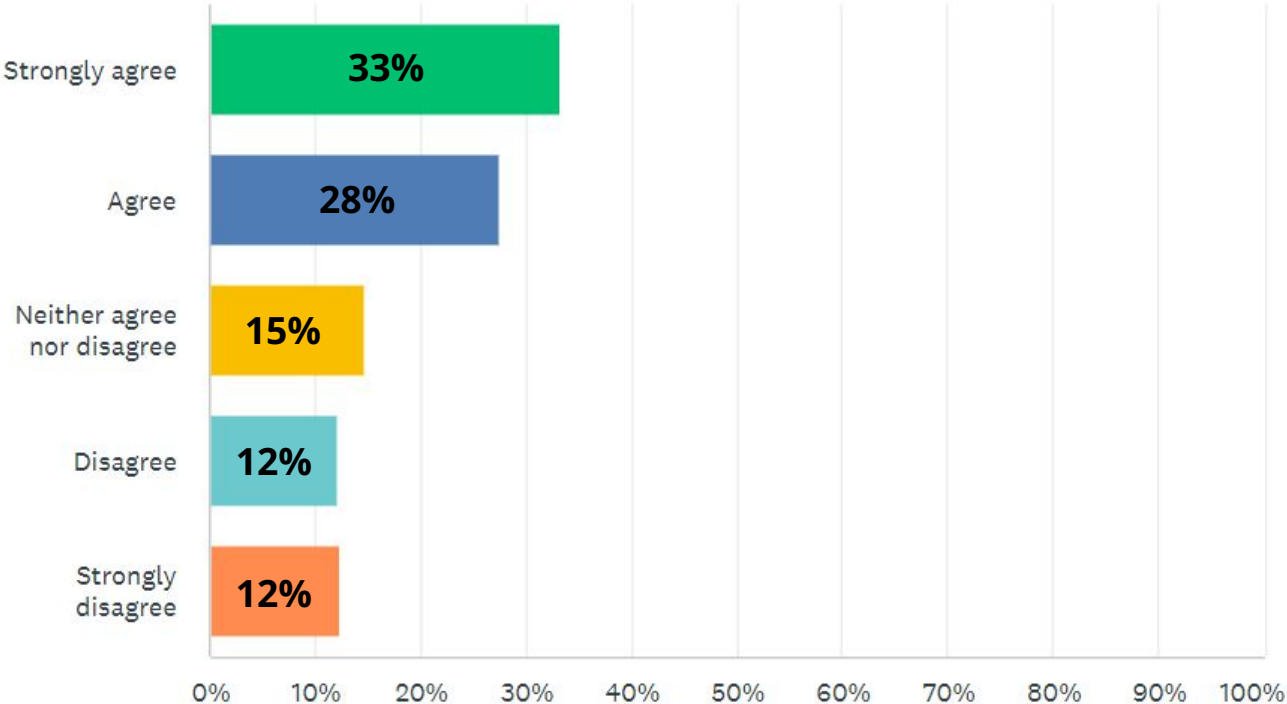
Q10 (Student): Please rank the factors that have the greatest consistent influence on your not obtaining at least 8 hours of sleep on a typical school night.



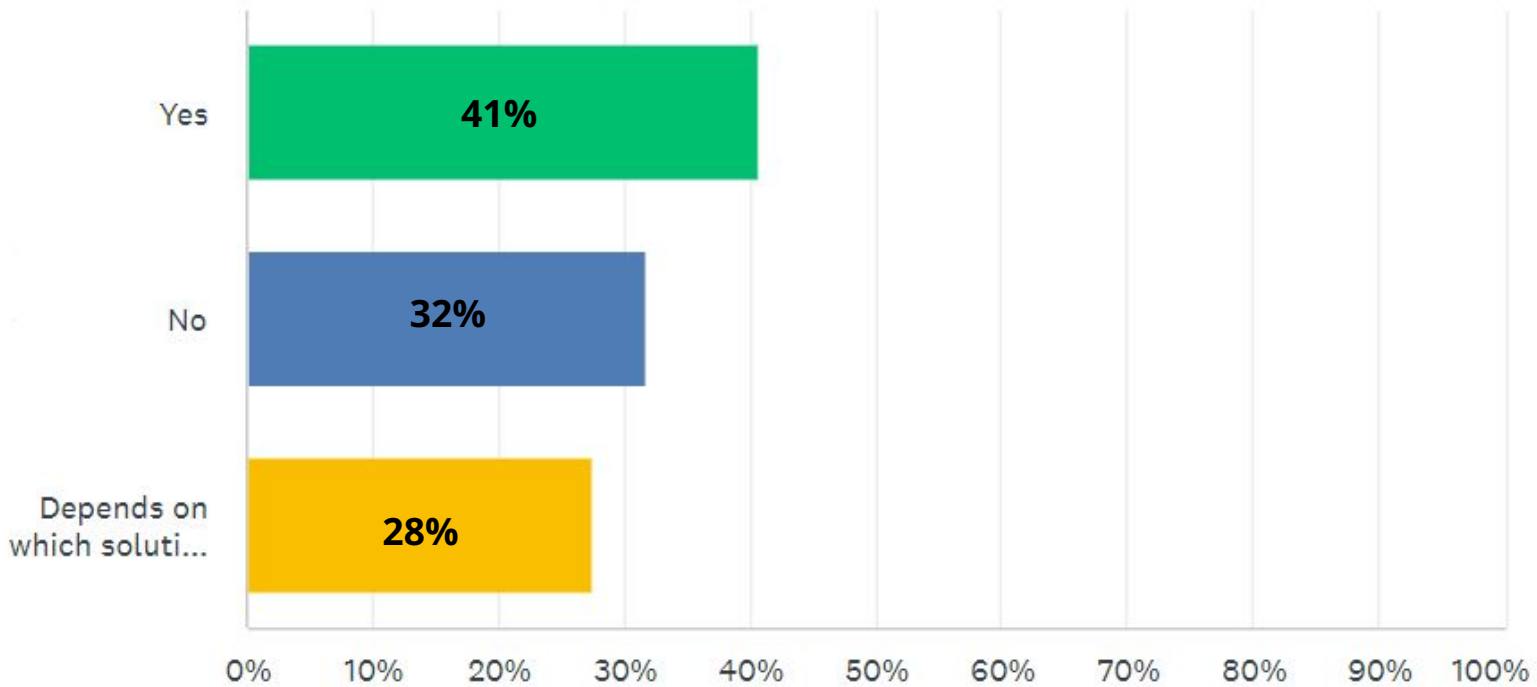
Q12 (Student): How much time do you spend on homework on the average school night?



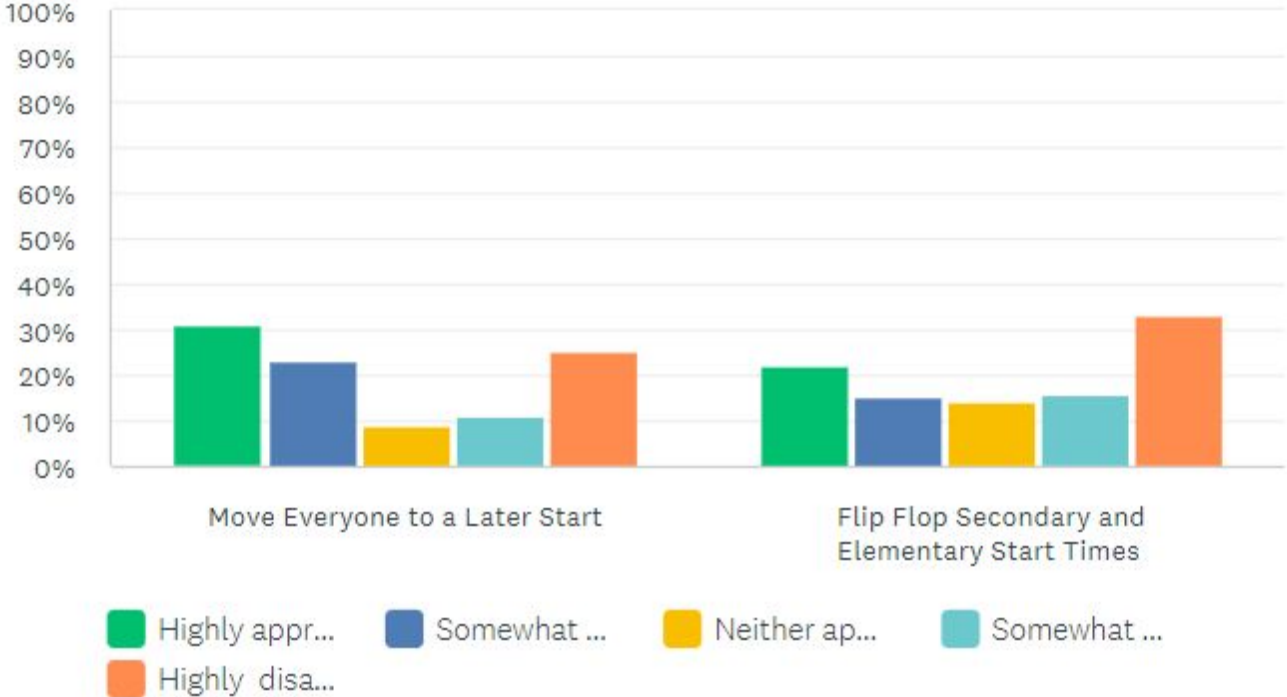
Q14 (Student): A later start time would help insure secondary students receive 8-10 hours of sleep on the typical school night.



Q15 (Student): After consideration of all of these factors do you support secondary school start time changes to start no sooner than 8:30 am?



Q16 (Student): Please indicate your level of support for the following start time options.

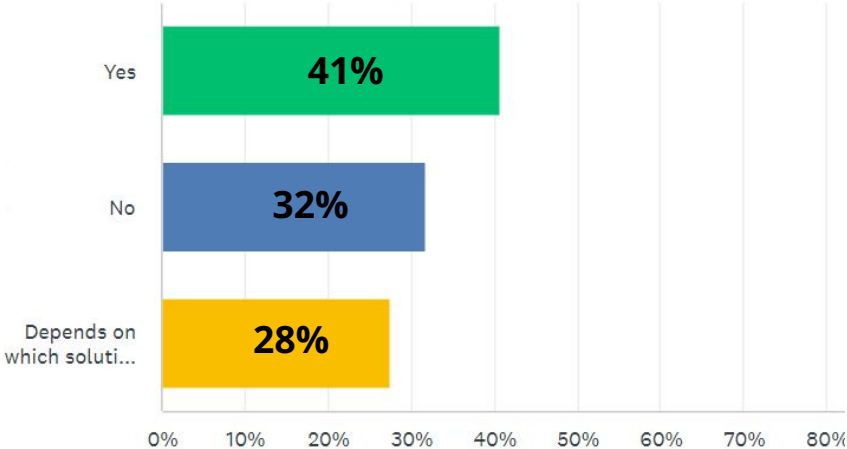




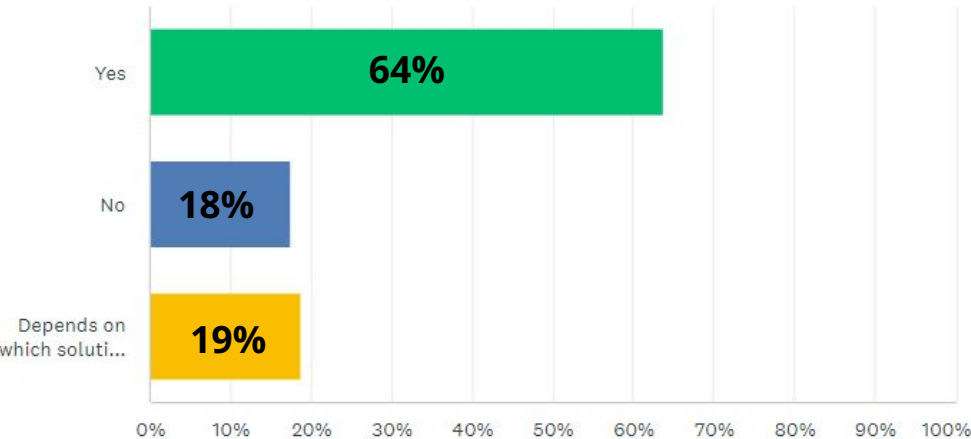
Survey Results: Community & Student Results

Comparison: After consideration of all of these factors do you support secondary school start time changes to start no sooner than 8:30 am?

Student Responses

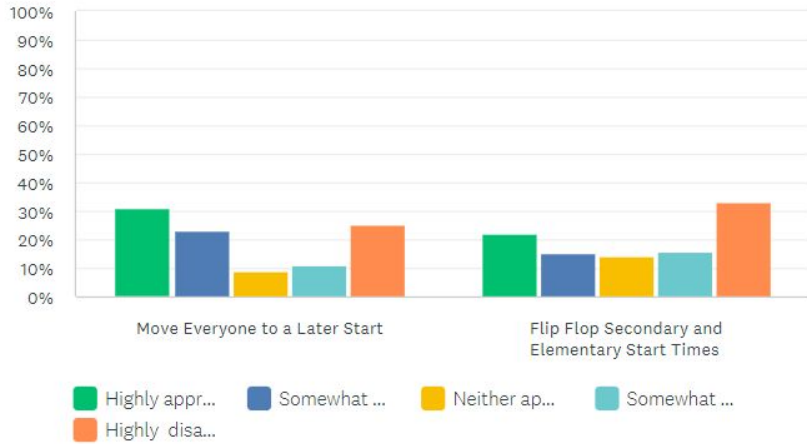


Staff/Community Responses

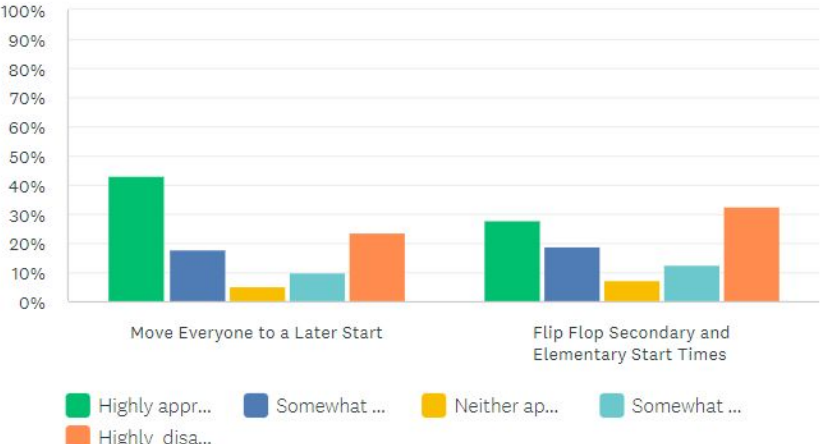


Comparison: Please indicate your level of support for the following start time options.

Student Responses



Staff/Community Responses





Okemos Public Schools Start Times Survey

Background

In support of the social emotional and academic goals outlined in our district's strategic plan, the Okemos Public Schools is surveying our community regarding school start times. A growing body of research indicates a later start time, no earlier than 8:30 am, is healthier for secondary aged students (ie. Chippewa and Okemos High School students).

According to the Centers for Disease Control (CDC), adolescents who do not get enough sleep are more likely to:

- Perform poorly in school**
- Be overweight**
- Not engage in daily physical activity**
- Suffer from symptoms of depression**
- Engage in unhealthy risk behaviors such as drinking, smoking tobacco, and using illicit drugs**

In addition, the American Academy of Pediatrics recommended that middle and high schools begin instruction no earlier than 8:30 am, though most U.S. high schools start the day before then. The American Academy of Sleep recommends that teenagers aged 13 to 18 years should regularly sleep 8 to 10 hours per night.

Please proceed to the next section to learn more about potential start times options the district has investigated.



Okemos Public Schools Start Times Survey

Potential Solutions to a Later Secondary Start Time

To date the district has investigated the following options:

- Maintaining Current Start Time (Status Quo)**
- Move Everyone to a Later Start**
- Flip Flop Secondary and Elementary Start Times**
- Establishing Similar Start Times for All Schools**
- Pair Kinawa/CMS and OHS/Elementary Start**

If you wish to learn more about some of the pros and cons associated with these options, please click [here](#).

Please proceed to the next sections to learn about our current start times.



Okemos Public Schools Start Times Survey

Current Start Times

Status Quo	First Bus Pick Up	School Start Time	School End Time	Last Bus Drop Off
Current Start Times	6:55 am ----- 7:55 am	7:45 OHS 8:00 CMS ----- 8:45 Kinawa 8:50 Elementary	2:35 OHS 2:45 CMS ----- 3:30 Kinawa 3:45 Elementary	3:20 pm ----- 4:40 pm

Our current secondary school start times do not support research that says that secondary schools should start no sooner than 8:30 am. District administration is investigating potential solutions and districtwide impacts of later secondary start times at OHS and CMS.

Remember, a recommendation to alter start times has not been made at this time. The district is sharing and gathering information regarding potential impacts to consider if a start time change should be made, and if so, which is the best option for our community.

Please proceed to the next sections to learn about and provide feedback on two potential secondary start time options that align with the research on sleep time and are feasible for our school transportation system, specifically:

- Move Everyone to a Later Start
- Flip Flop Secondary and Elementary Start Times

If you wish to learn about the limitations of the district transportation system on start times, please click [here](#).



Okemos Public Schools Start Times Survey

Option A: Moving Everyone to a Later Start Time

A later start time for secondary students (which aligns with the research) could be accomplished by pushing all K-12 start times later and having all schools, including the elementary schools, start and end forty-five minutes later than our current times.

One potential schedule in this model could be:

Option A	First Bus Pick Up	School Start Time	School End Time	Last Bus Drop Off
Move All K-12 Start Times Later (45 minutes)	7:30 am	8:30 OHS 8:45 CMS	3:20 OHS 3:30 CMS	4:10 pm
	----- 8:45 am	----- 9:30 Kinawa 9:35 Elementary	----- 4:15 Kinawa 4:30 Elementary	----- 5:25 pm

1. The District acknowledges the growing research regarding positive impacts of a later start time on our teens. We wish to understand other opportunities and challenges associated with a potential start time change on our students and families.

For example, a start time change could have a positive, negative or no impact on:

- a family's need for childcare.
- a student's ability to get to school on time (attendance)
- a student's ability to be in class all day before leaving for evening commitments (attendance)
- ability to get to work on time (employment)

From your student(s) and family perspective, please identify the impact of all schools (elementary and secondary) having later start times:

	Positive Impact	Neutral or No impact	Negative Impact	N/A - Not applicable to our situation
Attendance at school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment (caregiver or student)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extracurricular activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finances (personal or family)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offsite/alternate educational programming (Wilson Talent Center, etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students (Elementary aged)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students (Secondary aged)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibilities (Morning)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibilities (Evening)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

2. Knowing this, how likely are you to support a district wide start time change that has all schools starting later?

- Much more likely
- More likely
- Less likely
- Much less likely



Okemos Public Schools Start Times Survey

Option B: Flip Flop Secondary and Elementary Start Times

A later start time for secondary (which aligns with the research) could also be accomplished if elementary students (K-4) and Kinawa students (5-6) start school before and end school before secondary students (7-12). This would mean a “flip flop” from our current start times with the younger students starting and ending their school days first.

One potential schedule in this model could be:

Option B	First Bus Pick Up	School Start Time	School End Time	Last Bus Drop Off
Flip Flop Start Times Kinawa/Elementary then OHS/CMS	6:55 am ----- 7:55 am	7:45 Kinawa 7:50 Elementary ----- 8:45 OHS 8:55 CMS	2:30 Kinawa 2:45 Elementary ----- 3:35 OHS 3:40 CMS	3:25 pm ----- 4:40 pm

3. From your student(s) and family perspective, please identify the impact of a flip flop of secondary and elementary start times on the following:

	Positive Impact	Neutral or No impact	Negative Impact	N/A - Not applicable to our situation
Attendance at school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment (caregiver or student)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extracurricular activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finances (personal or family)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offsite/alternate educational programming (Wilson Talent Center, etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students (Elementary aged)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students (Secondary aged)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibilities (Morning)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibilities (Evening)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

4. Knowing this, how likely are you to support a district wide start time change that includes a flip flop of secondary and elementary start times?

- Much more likely
- More likely
- Less likely
- Much less likely



To better understand our results, it is helpful if we have demographic information from survey respondents. You have the opportunity to skip some responses below if you do not wish to share.

5. Is your family eligible for bus transportation to and from school?

- Yes
- No
- Unsure

6. Do you consider your family economically disadvantaged?

- Yes
- No
- Unsure
- Do not wish to answer

* 7. What best describes you/your connection to the Okemos Schools? Check all that apply.

- Current Secondary Student
- Primary Caregiver of student(s) in Okemos Public Schools
- Secondary Caregiver of student(s) in the Okemos Public Schools
- District Employee
- Other (please specify)

8. How many children do you have currently attending the Okemos Schools?

- None
- One
- Two
- Three
- Four
- Five
- Six or more

* 9. What school or schools do you have children attending? Check all that apply.

- I do not have children attending any Okemos schools.
- Cornell
- Bennett Woods
- Hiawatha
- Okemos Public Montessori
- Kinawa
- Chippewa
- Okemos High School
- Edgewood Early Childhood Center

* 10. Do you have children not of school age that will attend the Okemos Schools in the future?

- Yes
- No

* 11. Do you currently have a secondary aged student or students (Chippewa or Okemos High School students) OR will you have a secondary aged student at the start of the 23-24 school year?

- Yes
- No



Okemos Public Schools Start Times Survey

Secondary Student Data

* 12. How much time does your secondary student sleep on an average school night? If you have more than one secondary student, please do your best to answer with an overall average.

- 5 hours or less
- 5-6 hours
- 6-7 hours
- 7-8 hours
- 8-9 hours
- 9-10 hours
- 10-11 hours
- 11-12 hours
- Over 12 hours
- Unsure/Do not know

* 13. How much time does your secondary student spend on homework on the average school night? Again, if have more than one secondary student please capture with an overall average.

- 30 min or less
- 30-60 min
- 60-90 minutes
- 90-120 minutes
- 120-150 minutes
- Over 150 minutes
- Unsure/Do not know

14. In your opinion, would a later secondary start time help ensure secondary students received a minimum of 8 hours of sleep on a typical school night?

- Yes
- No
- Unsure/Do not know

15. Is there anything you want the school district to know about secondary start times and the impact on students and families from a secondary student perspective?



Okemos Public Schools Start Times Survey

Elementary Student Data

16. Do you currently have any elementary aged (grades K-6) students?

- Yes
- No

* 17. How much time does your elementary student sleep on an average school night? If you have more than one elementary student, please do your best to answer with an overall average.

- 5 hours or less
- 5-6 hours
- 6-7 hours
- 7-8 hours
- 8-9 hours
- 9-10 hours
- 10-11 hours
- 11-12 hours
- Over 12 hours
- Unsure/Do not know

18. Is there anything you want the school district to know about secondary start times and the impact on students and families from an elementary student perspective?

19. Is there anything you want the school district to know about secondary start times and the impact on students and families that have students in BOTH elementary and secondary schools?



Okemos Public Schools Start Times Survey

Summary

20. Agree or disagree: A later start time would help ensure secondary students receive 8-10 hours of sleep on the typical school night.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

21. After consideration of all of these factors do you support secondary school start time changes to start no sooner than 8:30 am?

- Yes
- No
- Depends on which solutions is enacted

22. Please indicate your level of support for the following start time options.

	Highly approve	Somewhat Approve	Neither approve or disapprove	Somewhat disapprove	Highly disapprove
Move Everyone to a Later Start	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flip Flop Secondary and Elementary Start Times	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. What other ideas/options might you want the district to consider regarding school start times?

Dr. Hanne M. Hoffmann
Assistant Professor
Michigan State University



School start time
-impact on student wellbeing and academic performance

Dr. Hoffmann received her Ph.Ds. in Biochemistry from the Autonomous University in Barcelona (Spain) and in Neuroscience from Montpellier University II (France) in 2010, whereafter she completed her postdoctoral work in reproductive endocrinology and circadian biology with Dr. Mellon at Univ. of California, San Diego. In 2018 she joined the faculty at Michigan State University, where Dr. Hoffmann's research program lies at the intersection of neuroendocrinology, circadian rhythms, as well as the impact of light, sleep and circadian rhythms on reproduction and mental health.

In recognition of her contribution to the field of neuroendocrinology and reproductive function Dr. Hoffmann has received the Neena Schwartz Young Investigator Award in Basic Science from Women in Endocrinology, the Early Investigators Award from the Endocrine Society, the New Investigator Award from the Society for Behavioral Neuroendocrinology and the Basil O'Connor Starter Scholar Research Award from the March of Dimes.

More recently, Dr. Hoffmann has started advocating for later school start times in Michigan. School start time impacts student wellbeing, academic success, the risk of depression, car accidents and sports injuries, as well as lifetime earnings. Aligning school start time with the body's natural changes in time keeping function allows to increase student wellbeing and success. She started the Start School Later in Michigan (SSLiM) initiative in January 2023 to organize a state wide advocacy on the importance of school start time on student wellbeing.

To learn more see <https://www.canr.msu.edu/hoffmann/> and <https://sites.google.com/msu.edu/sslim/home>

OKEMOS PUBLIC SCHOOLS

2022 Bond Program Update

April 10, 2023

TowerPinkster
Architecture · Engineering · Interiors

CHRISTMAN
BUILDING SINCE 1894

 **VERIDUS**
GROUP



Agenda

- Introductions
- BOE Roles and Responsibilities
- Design Phase Information
- Current Project Updates
- Communication Plan
- Community Impact
- Next Steps





Veridus Group

- Allison Duncan - Project Executive

Tower Pinkster

- Ed Talaga - Senior Project Manager

The Christman Company

- Rob Crowe - Vice President
- Shane Lounsberry - Project Manager





BOARD OF EDUCATION

INFORMATIONAL UPDATES

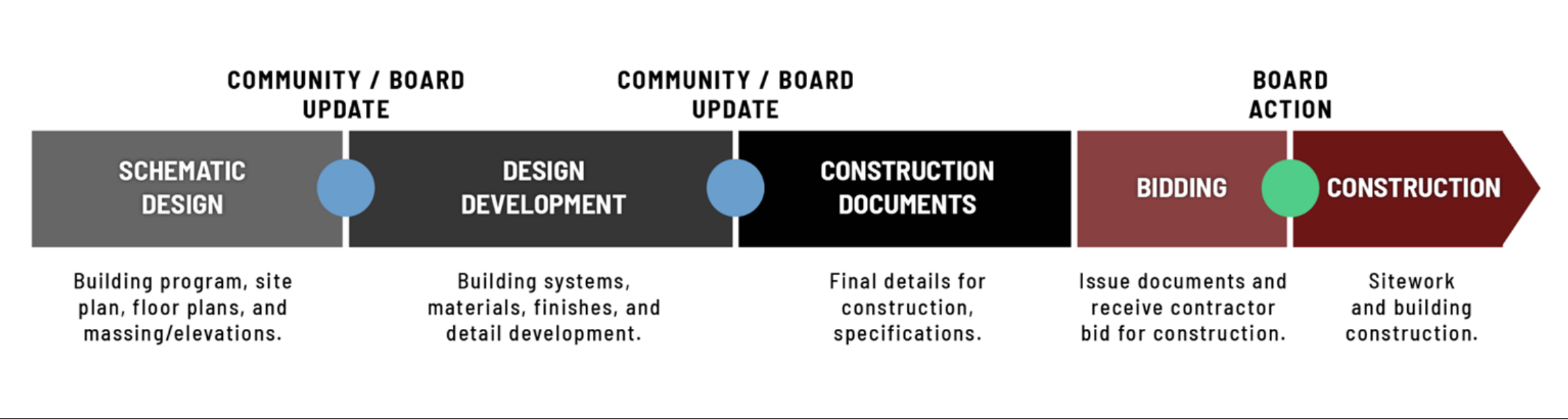
- Bond Draw Schedule
- Design Milestone Updates
- Bid Results
- Construction Updates
- Communication Plans

BOARD ACTIONS

- District Guiding Principles - **COMPLETE**
- 2022 Bond Program - **COMPLETE**
- Permit & Inspection Services
- Bond Sales, 4 Series
- Approve Bids > \$29,000

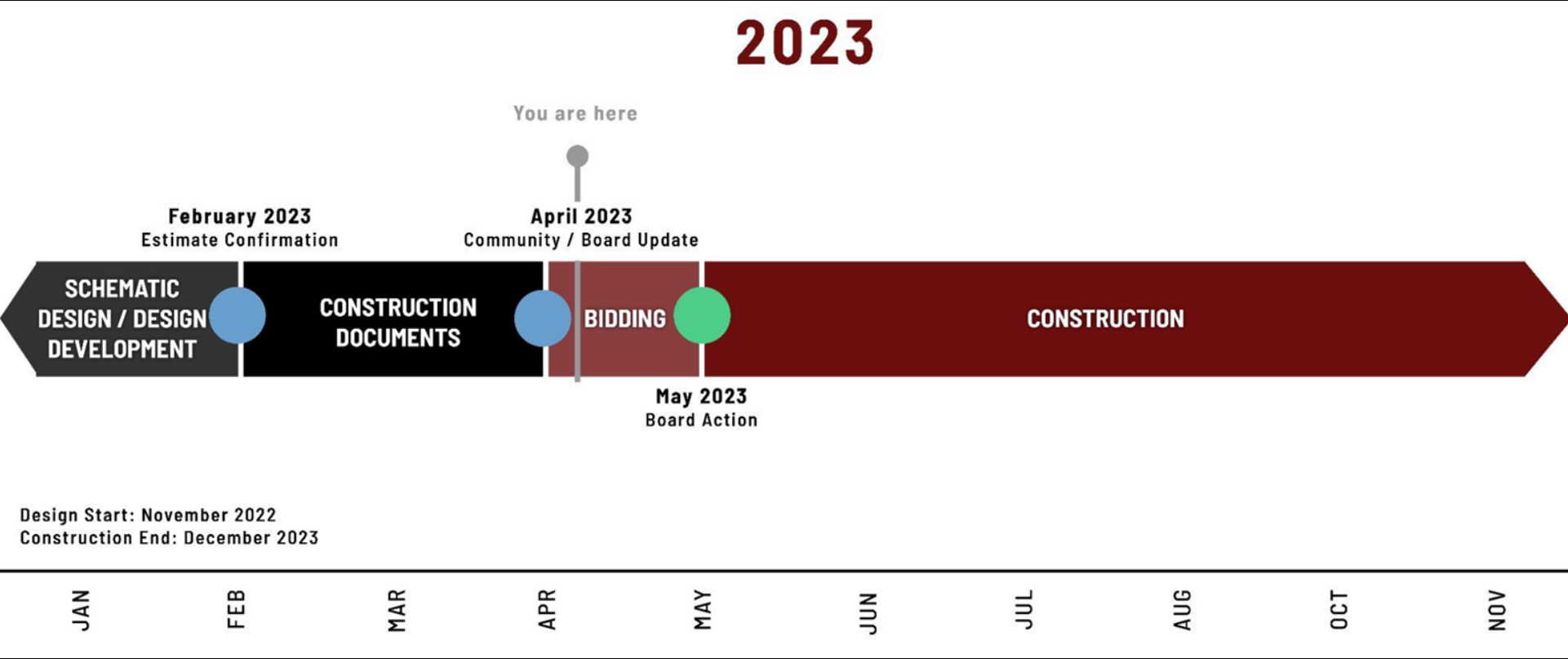


Design Phase Info





Secure Vestibules, Pressing Needs, and High School Athletics Project Schedule



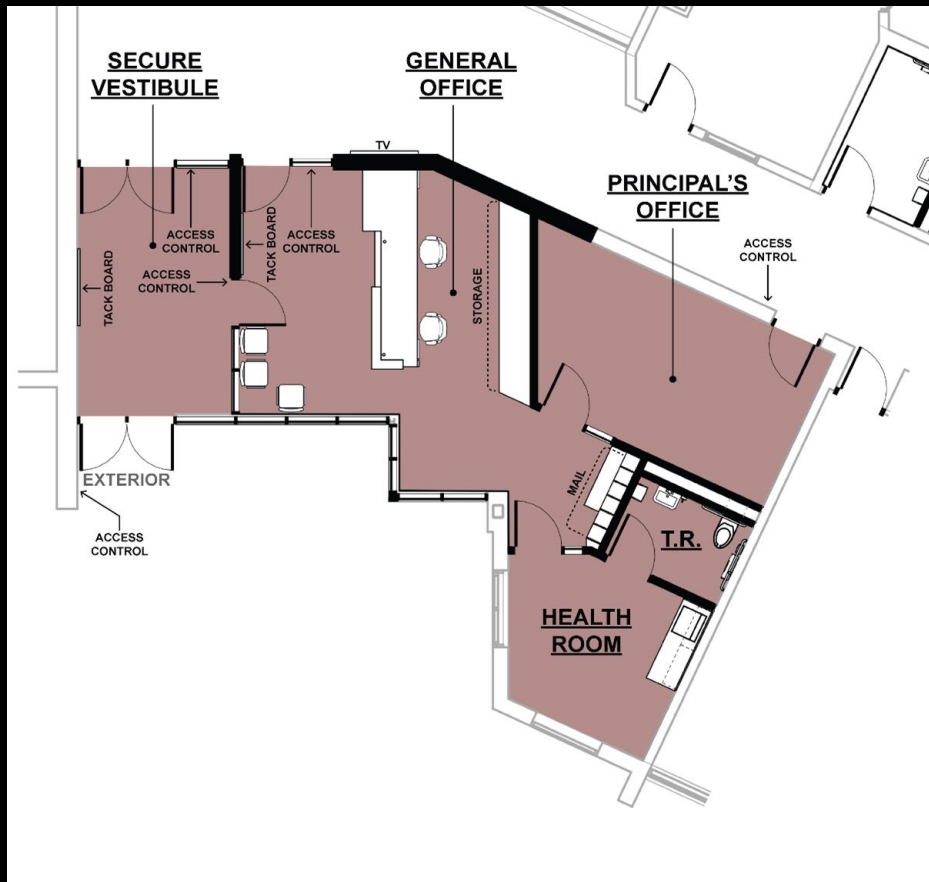


April 2023 - Board/Community Update

- Secure Vestibules, Pressing Needs, High School Athletics
 - Pressing Needs – Central Montessori
 - Secure Vestibules – Central Montessori, Edgewood, Bennett Woods, Cornell
 - High School Athletics – Soccer/Football complex site work



Pressing Needs - Central Montessori

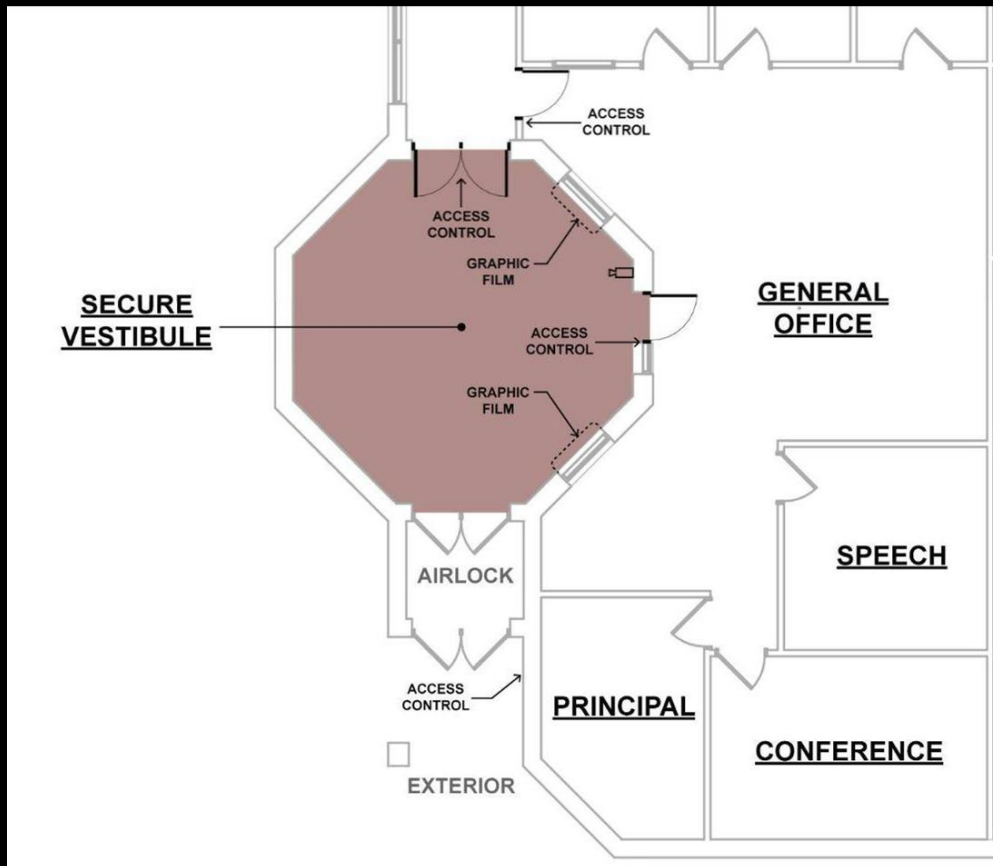


2023 Improvements

- Secure vestibule & office reno
- Staff toilet rooms
- Gym
 - Repaint walls and ceiling
 - Wall pads
- Doors
- Lockers



Secure Vestibule Example - Bennett Woods



District Standards

- Secure Access Control
 - Higher Visibility
 - Visitor Access
 - Door Hardware
- Security Glass
- Security Cameras



High School Athletic Complex

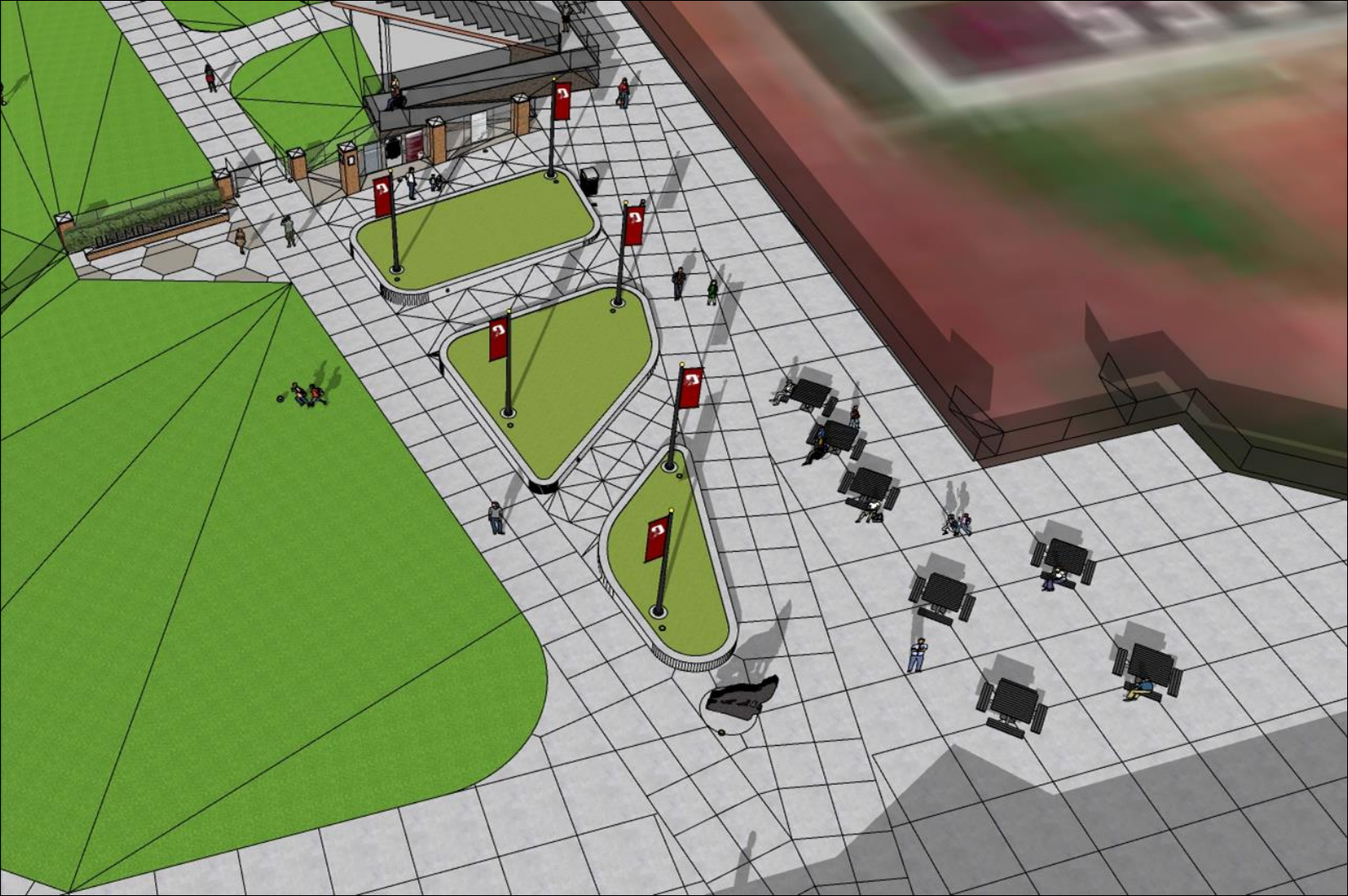
2023 Improvements

- Entrance
 - Remove ticket booth, refinish canopy
- Pavement repair and replacement
- Barrier free access to remote fields
- Fencing
 - Perimeter, access control under bleachers
- Drainage



High School Athletics

RENDERINGS





High School Athletics

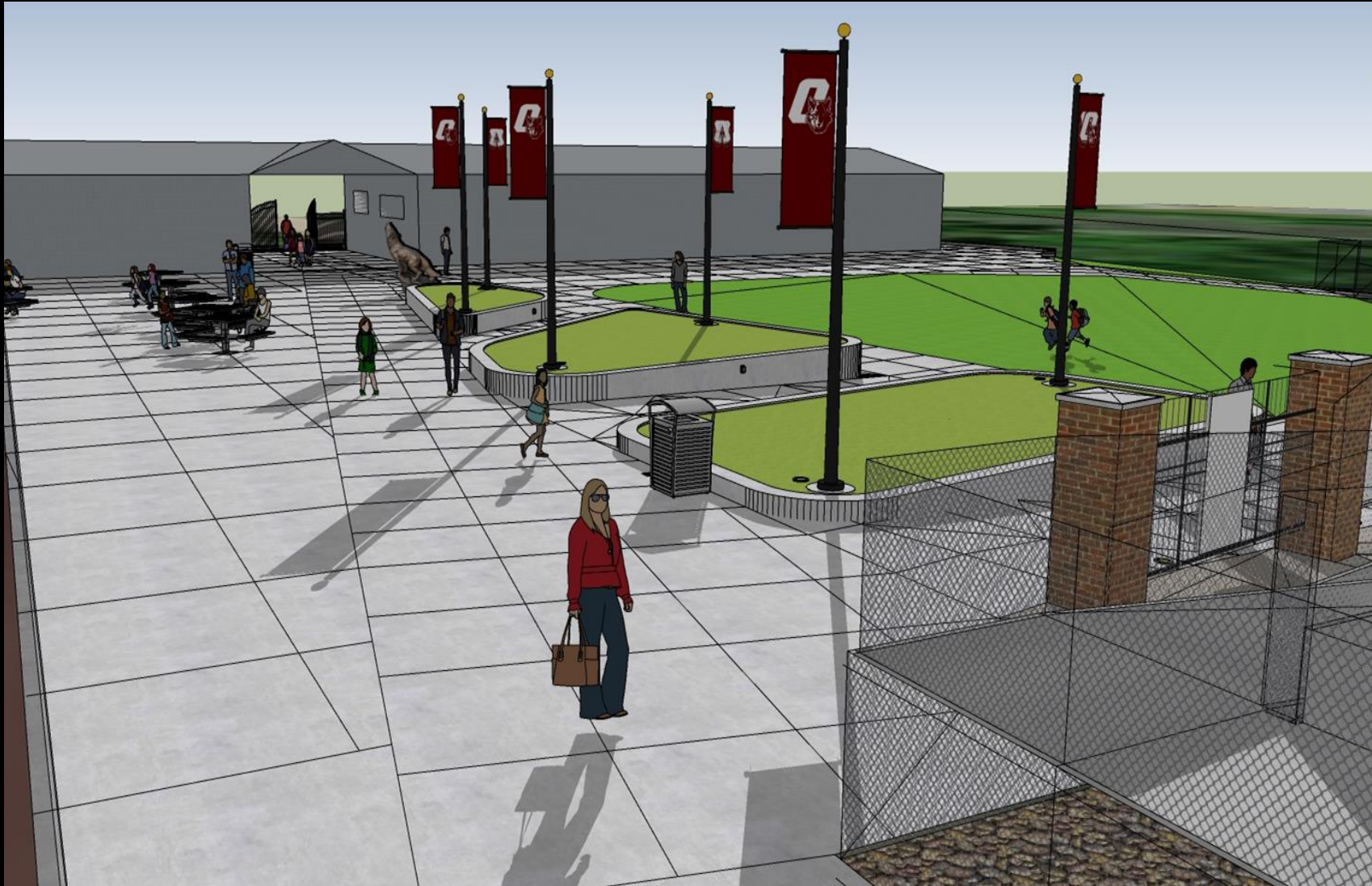
RENDERINGS





High School Athletics

RENDERINGS





High School Athletics

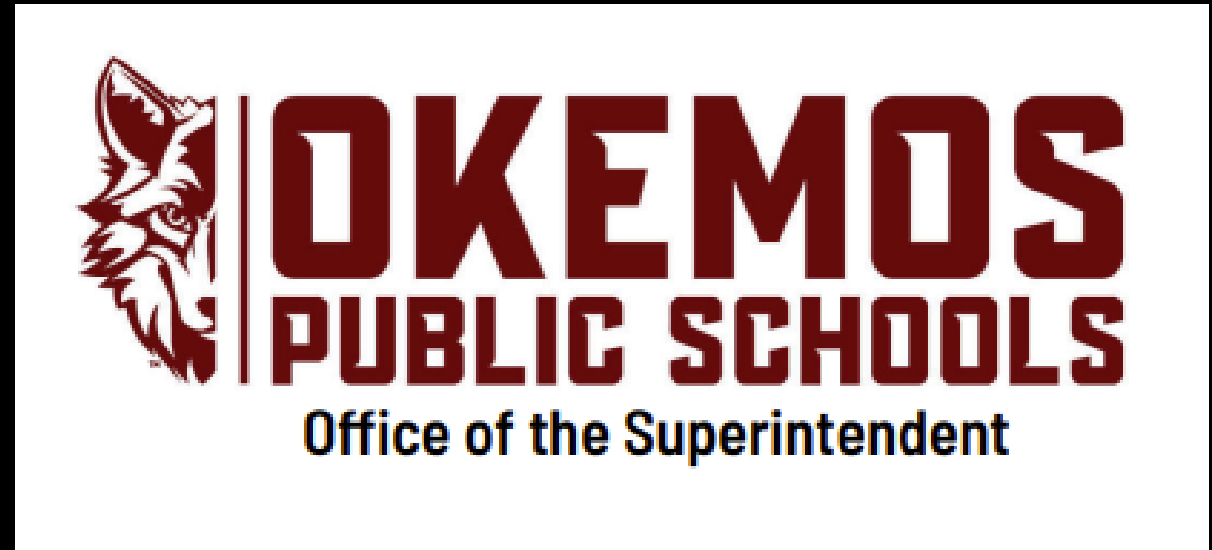
RENDERINGS





Communication Plan

- Board of Education
- Community
 - Bond Website
 - Email Newsletters
- OPS District Employees
 - Leadership Council
 - Staff





Community Impact

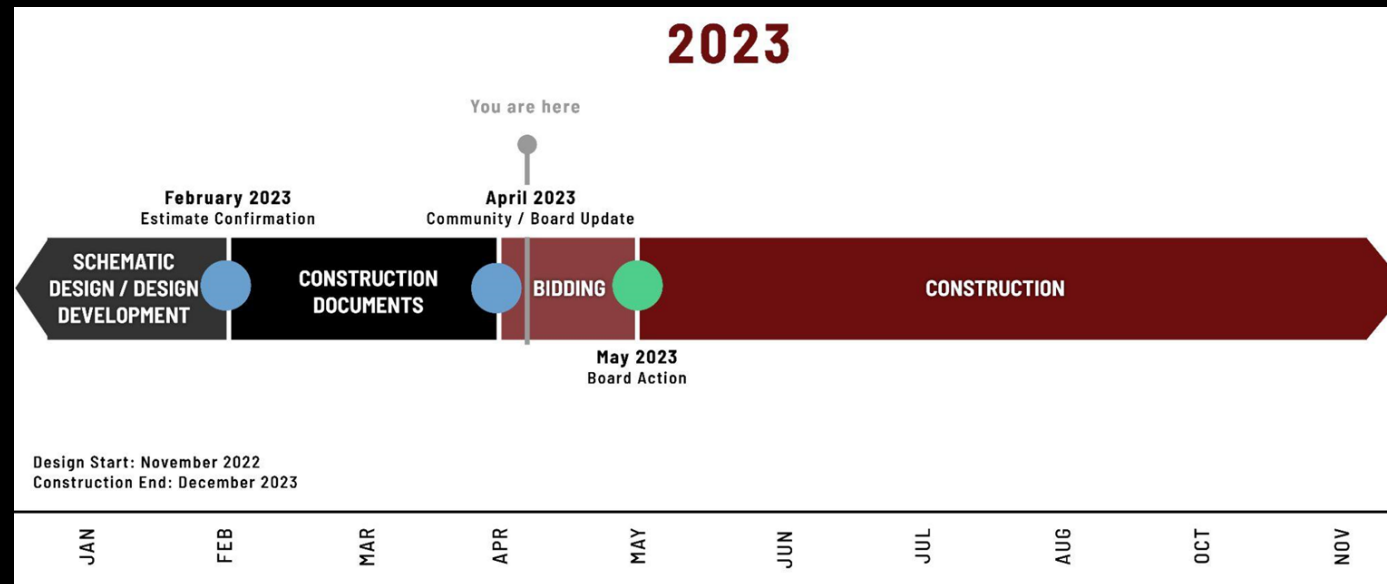
- Central Montessori
 - Temporary Location for Admin Offices through end of 2023
- Edgewood Child Care Center
 - Temporary Drop off location starting 6/3
- High School Athletics
 - Temporary Construction Access through Fall 2023
- Chippewa Middle School Recreation Fields
 - No Impact 2023, Updates forthcoming for 2024



Next Update

May 2023

- Secure Vestibules, Pressing Needs, High School Athletics
 - Board Action - Bid Review/Approval



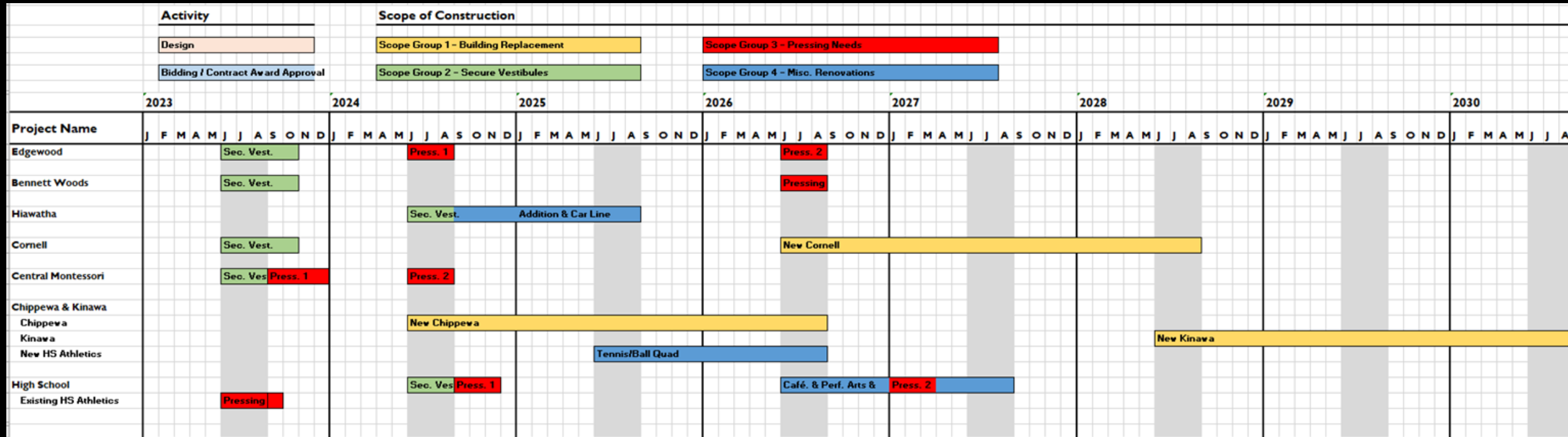


QUESTIONS

QUESTIONS

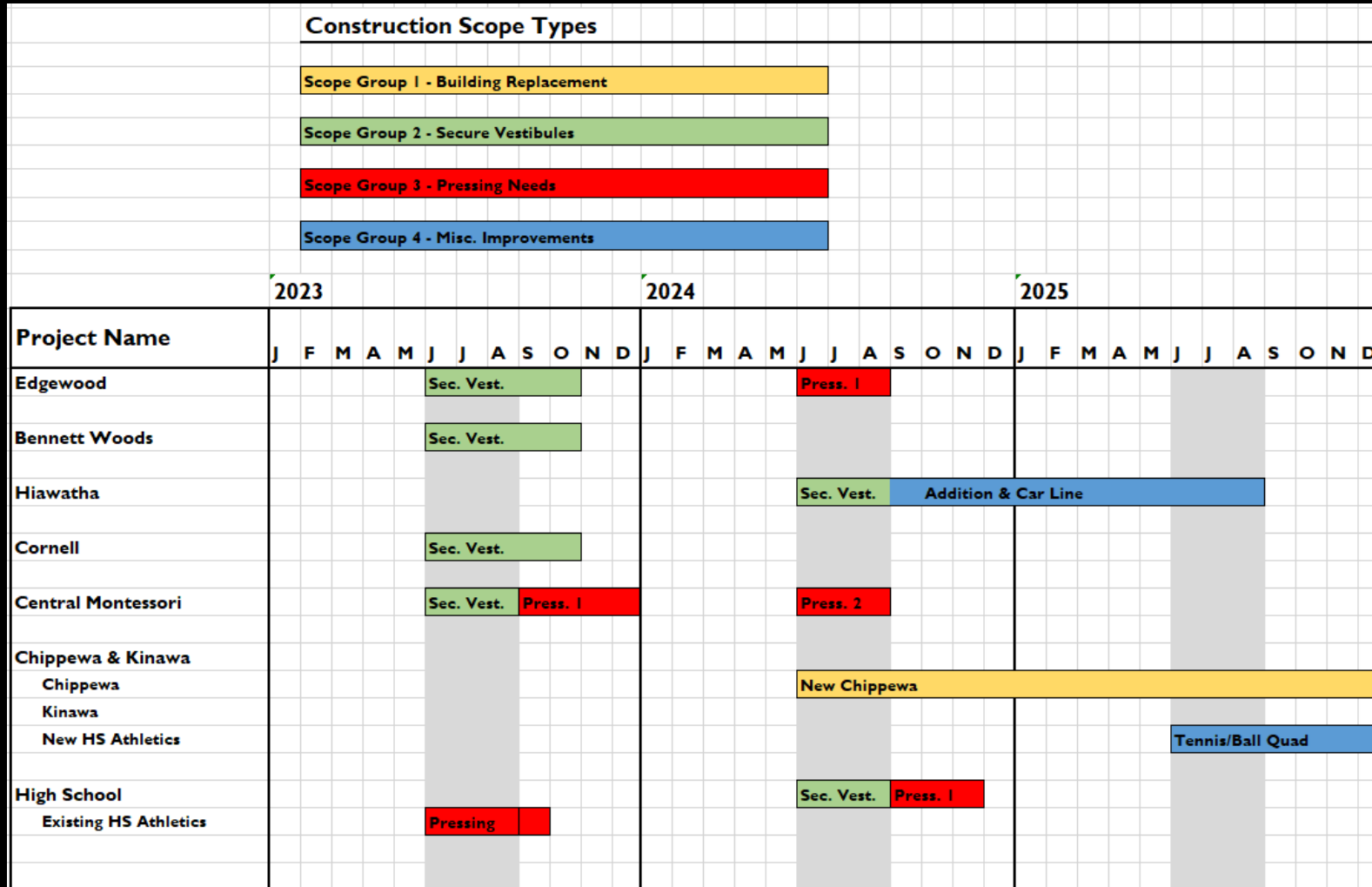


Bond Program Schedule Overview





Bond Program Schedule Overview





Operations Department

Date: April 8th, 2023
To: Board of Education
From: Mark Fargo, Director of Operations
Re: Operations Department Truck Purchase

Purchase Information

Cost: \$33,488.00
Vendor: Berger Chevrolet Inc.
Source of Funds: General

Description of Need

With the aging of our current truck fleet (many vehicles 10+ years old), we are spending more and more each year for vehicle maintenance. At this point, we need to replace some vehicles to ensure we have a dependable operations fleet. This safeguards us from being without a vehicle if a major repair were to occur. In addition, it has taken approximately 6 months to find and secure this truck. Vehicles are still not readily available as they once were before COVID so we can not wait until a truck goes down to purchase a new one.

Recommendation

We are set up to get state pricing for commercial use vehicles through MiDeal, a state agency that does the bidding process with multiple vendors. Berger Chevrolet Inc is one of those approved vendors. In fact, they are the only vendor I could find with a truck in stock.

I am recommending to the Board for consideration approving the purchase of the 2023 Chevy HD Pickup through the state cooperative bid for the price of \$33,488.00

Mark Fargo

mark.fargo@okemosk12.net

4406 North Okemos Road, Okemos, Michigan 48864

Phone (517) 706-5037

BID PER ENCLOSED SPECIFICATIONS

Cost per vehicle \$33,488.00

Number of units 1

Total Bid Amount \$33,488.00

Vehicle Description:

Year 2023

Make Chevrolet

Model 2500 Silverado w/t
reg cab 4wd

Vendor:

Berger Chevrolet Inc.

Address 2525 28th Street S.E.

Grand Rapids, MI 49512

Phone (616) 949-5200

Fax (616) 988-9178

Bid Prepared For :

Okemos Public Schools

Price includes title fee and delivery. Price based on
Municipal discount for State of Michigan.

Signature *Robert Evans*

Printed Signature Robert M. Evans

Date 2/20/2023

OKEMOS PUBLIC SCHOOLS

2023-24 Preliminary Budget Assumptions

Board Meeting of April 10, 2023

Expenditure Increases/Revenue Decreases

<u>Decrease to General Fund</u>	<u>Optimistic</u>	<u>Most Likely</u>	<u>Worst Case</u>
MPSERS rate increase (+3.11% to 31.34% from 28.23%, eff. 10/1/23)	970,680	970,680	970,680
Rollup costs (Service Yrs w/FICA & Retirement, steps not included)	233,050	233,050	233,050
Teacher division advancement (15,18,20)	126,150	151,380	168,200
	\$1,329,880	\$1,355,110	\$1,371,930

Revenue Increases/Expenditure Decreases

<u>increase to General Fund</u>	<u>Optimistic</u>	<u>Most Likely</u>	<u>Worst Case</u>
Increase in per-pupil Foundation Allowance (\$458,\$300,\$200)	2,040,400	1,336,500	891,000
Enrollment (Feb 23 +100; Oct 23: +70,+30,-10;) Blend 10/90	701,000	349,700	9,000
Increase in SE Reimbursement (87.5%, 81.25%, 75%-current)	118,310	59,155	0
Savings from teacher retirements (6)	250,020	250,020	250,020
MPSERS Retirement State Aid (75%, 45%, 0%)	582,300	353,250	0
	\$3,692,030	\$2,348,625	\$1,150,020

2022-23 Preliminary Budget Revisions & Carryforward Impact on 2023-24 Budget

	<u>Most Likely</u>
2022-23 Net Change in Fund Balance	\$253,778
Ingham ISD Revenue, 1x & on-going	429,000
Childcare Grants, covid relief 1x	308,769
21-22 State Aid, various, 1x & on-going	(15,000)
Staffing, +2 Transportation Subs +1 SE Teacher	(45,360)
Net Impact of Changes	\$677,409
Preliminary Net Change in Fund Balance	\$931,187

2022-23 Preliminary Budget Revisions & Carryforward Impact on 2023-24 Budget

	<u>Most Likely</u>
2022-23 Preliminary, Net Change in Fund Balance	\$931,187
Non-Structural Budget Items (removed from 23-24 budget)	
Childcare Grants, covid relief	(1,315,489)
Athletics Equipment & Uniforms	58,700
Graduation alliance overpayment	(100,000)
22-23 State Aid, various sections	11,000
Retention bonus, 22-23 negotiations	526,775
Ingham ISD Revenue, 1x	(51,000)
New classrooms set-up costs	20,000
Textbooks	25,000
Operations Equipment	80,000
	(745,0145)

Projected Impact on General Fund Budget

	Optimistic	Most Likely	Worst Case
Expenditure Increases/Revenue Decreases	(\$1,329,880)	(\$1,355,110)	(\$1,371,930)
Revenue Increases/Expenditures Decreases	3,692,030	2,348,625	1,150,020
Net Impact on General Fund Balance	\$2,362,150	\$993,515	(\$221,910)
Carryforward effect on GF Budget (6/30/24)	186,173	186,173	186,173
Total Impact on General Fund Balance	\$2,548,323	\$1,179,688	(\$35,737)
<i>Fund Balance as a % of Expenditures</i>	17.4%	15.3%	13.5%

Impending Budget Discussion 2023-24

Topics w/financial impact not in assumptions

- State Aid
- Staffing Levels
- Negotiations
- Grants
- Insurance rates
- Carryforward Effect of Prior Year Budget
- Board Priorities
- Food Service, Community Ed. Contribution to General Fund
- Other Variable Sources of General Fund Revenue

Okemos Public Schools
Preliminary Budget Assumptions
2023-24

Increased Expenditures/Decreased Revenue	Optimistic	Most Likely	Worst Case
MPSERS rate increase (+3.11%base to 31.34% from 28.23%, eff. 10/1/23)	970,680	970,680	970,680
Rollup costs (Service Yrs w/FICA & Retirement)	233,050	233,050	233,050
Teacher division advancement (15,18,20)	126,150	151,380	168,200
	\$1,329,880	\$1,355,110	\$1,371,930
Increased Revenue/Decreased Expenditures	Optimistic	Most Likely	Worst Case
Increase in per-pupil Foundation Allowance (\$458,\$300,\$200)	2,040,400	1,336,500	891,000
Enrollment (Feb 23 +100; Oct 23: +70,+30,-10;) Blend 10/90	701,000	349,700	9,000
Increase in Special Education Reimbursement (87.5%, 81.25%, 75%-current)	118,310	59,155	0
Savings from teacher retirements (6)	250,020	250,020	250,020
MPSERS Retirement State Aid (75%, 45%, 0%)	582,300	353,250	0
	\$3,692,030	\$2,348,625	\$1,150,020
Projected Impact on General Fund Balance before Negotiations	\$2,362,150	\$993,515	(\$221,910)
Carry forward effect on General Fund Budget (6/30/24)	186,173	186,173	186,173
Total Impact on General Fund Balance	\$2,548,323	\$1,179,688	(\$35,737)

* - *subject to negotiations*

Additional Information

Compensation reference - Steps ~ \$886,500

Compensation reference - 1% of wages ~ \$429,000

Fund Balance - as percentage of expenditures

Audited 6/30/20	\$ 5,248,843	9.8%
Audited 6/30/21	\$ 8,093,308	14.9%
Audited 6/30/22	\$ 8,677,164	14.6%
2022-23 Original Budget	\$ 7,025,143	11.4%
2022-23 Revised Budget	\$ 8,930,942	14.0%
<i>Pro Forma 6/30/24</i>		
<i>optimistic</i>	\$ 11,479,265	17.4%
<i>most likely</i>	\$ 10,110,630	15.3%
<i>worst case</i>	\$ 8,895,205	13.5%

Okemos Public Schools
2022-23 Net Effect on Carry Forward Fund Balance
2023-24 Proposed Budget

Most Likely

2022-23 Net Change in Fund Balance at Feb Revision	253,778
Preliminary Budget Revisions, May/June	
Ingham ISD Revenue, 1x & on-going	429,000
Childcare Grants, covid relief 1x	308,769
21-22 State Aid, various sections, 1x & on-going	(15,000)
Transportation 2 addl full-time subs, on-going	(10,702)
New SE Teacher, on-going	(34,658)
	677,409
	931,187
2022-23 Non-Structural, 1x revisions	
(removed from 23-24 preliminary assumptions)	
Childcare Grants, covid relief	(1,315,489)
Athletics Equipment & Uniforms	58,700
Graduation alliance overpayment	(100,000)
Retention bonus, 22-23 negotiations	526,775
Ingham ISD Revenue, 1x	(51,000)
22-23 State Aid, various sections	11,000
New classrooms set-up costs	20,000
Textbooks	25,000
Operations Equipment	80,000
	(745,014)
 Carry forward effect on General Fund Budget (6/30/24)	 186,173

RESOLUTION: MERIDIAN CARES ABOUT YOU: HEALTH AND SAFETY EXPO

A regular meeting of the board of education of the district was held in the Community Conference Room, in the district, on the 24th day of April 2023 at 7:00 in the evening. The meeting was called to order by Mary Gebara, President.

WHEREAS, The Okemos Public Schools community and the Charter Township of Meridian community has been impacted by several traumatizing events since December 2022; and

WHEREAS, The Okemos Public Schools Board of Education recognizes the pain, distress and toll on mental health that these events have caused our community; and

WHEREAS, The Okemos Public Schools Board of Education looks for ways to repair our sense of well being by highlighting health, safety, mental health and emergency services resources available in our community; and

WHEREAS, The Okemos Public Schools Board of Education in collaboration with leaders from the Charter Township of Meridian will sponsor the Meridian Cares About You: Health and Safety Expo; and

WHEREAS, The free event, open to the public, takes place on May 10, 2023 from 5:00pm to 8:00pm at the Marketplace on the Green and includes speakers, music, giveaways, and free food; and

WHEREAS, Over 17 booths will be set up for the opportunity for the public to speak directly with health and mental health professionals, law enforcement, and other advocacy groups from Ingham County; and

WHEREAS, The Meridian Cares About You: Health and Safety Expo will be promoting community-level collaborations for the healing, recovery and resiliency of our community; and

WHEREAS, Meridian Township, Michigan State University, Ingham County, Delta Dental, Sparrow, American Red Cross and others will be supporting the community by offering resources for recovery, increasing awareness of enhancing access and reducing barriers to these resources;

NOW, THEREFORE, BE IT RESOLVED, the Okemos Public Schools Board of Education supports the Meridian Cares About You: Health and Safety Expo.

BE IT FURTHER RESOLVED, Okemos Public Schools Board of Education encourages students, families, and staff to participate in the Meridian Cares About You: Health and Safety Expo.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Okemos Public Schools, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board of Education at a regular meeting held on April 24, 2023, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education