

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.

6:30 PM

**MEETING AGENDA
Monday, April 24, 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.

ADJOURN TO EXECUTIVE SESSION – Contract Negotiations

Pursuant to Section 8(a) of the Open Meetings Act, the board of education may adjourn to Executive Session for the purpose of discussing contract negotiations.

That the board adjourn to Executive Session pursuant to Section 8(a) of the Open Meetings Act for the purpose of discussing contract negotiations (Roll Call).

RECONVENE

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

PRESENTATION/DISCUSSION MOVED FORWARD – IISD Budget (10 Min)

The board will review the Ingham Intermediate School District proposed 2023-2024 General Fund Budget as required by Michigan law to determine its action at the next meeting to support or not support the budget. Ingham Intermediate School District Superintendent Mr. Jason Mellema will present the budget information.

PRESENTATION: Early Childhood Programming Update (10 Min)

Childcare Coordinator Kim Burchman will present an update regarding early childhood education programming.

DISCUSSION MOVED FORWARD: Locker Replacement Project (5 Min)

Director of Operations Mark Fargo will present information regarding the purchase of replacement lockers for Okeos Public Montessori at Central Elementary. Bids were sought for this project to be funded through the 2019 Technology, Security, Transportation, Capital Outlay, and Facilities bond.

DISCUSSION MOVED FORWARD: Sleep & Start Times (45 Min)

The board will continue its discussion regarding school start times.

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.

OTHER ACTION ITEMS

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

Resolution - Staff Appreciation Day

The board of education recognizes the efforts of all its employees in delivering an exceptional program to students enrolled in the Okemos Public Schools.

That the board read and adopt the resolution establishing May 2, 2023 as Staff Appreciation Day in honor of the employees of the Okemos Public Schools (Roll Call Vote).

Operations Purchase

Operations Director Mark Fargo provided information regarding the purchase of a replacement truck for the Operations fleet to be funded through the General Fund at the April 10th meeting.

That the board award the purchase of a 2023 Chevy HD Truck to Berger Chevrolet through the MiDeal bid process in an amount not to exceed \$33,488 to be funded through the General Fund.

Resolution: Meridian Cares About You Expo

The board reviewed a resolution in support of the Meridian Cares About You Expo at its April 10th meeting

That the board waive the reading and adopt the resolution in support of the Meridian Cares about You Health and Safety Expo and encourages students, families, and staff to participate.

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.

Flexible Furniture (10 Minutes)

Assistant Superintendent Stacy Bailey will present information regarding flexible furniture purchases for Hiawatha Elementary to be funded through the 2019 bond.

2023-2024 Budget Development (10 Min)

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

School of Choice Openings (5 Min)

The board will review the recommendation for School of Choice openings to be advertised through the Ingham Intermediate School District for the 2023-2024 school year.

Work Sessions (15 Min)

The board will discuss and prioritize upcoming work sessions.

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.

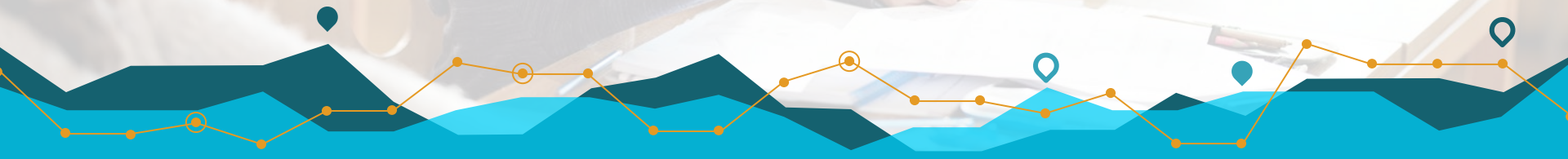
OTHER MATTERS (5 Min)

ADJOURN



Ingham Intermediate
School District
A Regional Educational Service Agency

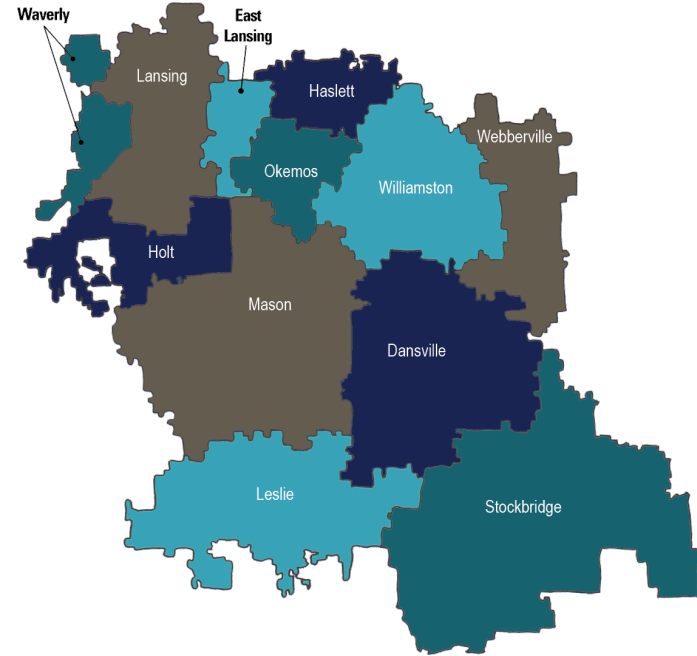
Ingham Intermediate School District 2023-24 Proposed General Fund Budget



Ingham ISD General Fund Overview

Ingham Intermediate School District (ISD) is pleased to provide this information regarding our 2023-24 Proposed General Fund Budget. A wide variety of programs and services to support our constituent districts are encompassed within our General Fund Budget. Ingham ISD is focused on assisting districts in their efforts to increase student achievement by creating and supporting collaborative programs and services.

Ingham ISD operates three funds: General Education, Special Education and Career and Technical Education. [Public Act 234 of 2004](#) mandates local district boards of education adopt a resolution either in support or disapproval of Ingham ISD's General Fund Budget. The information in this report is designed to assist you as a board member in this process.



Ingham ISD General Fund Overview

We strive to provide programs and services toward fulfilling our mission which is to lead and serve for the achievement and success of all learners. Our budget resource allocations also support our vision that Ingham ISD, in partnership with all stakeholders, will foster the success of all learners.

Ingham ISD's General Fund Budget supports our mission and vision in many different ways. Our programs and services are provided in collaboration with districts and are focused on individual district needs. Our General Fund Budget totals approximately \$46.4 million in expenditures and encompasses:

- Early childhood initiatives to ensure school readiness
- Instructional programs
- Instructional supports to districts to improve student outcomes
- Collaborations with districts to maximize resources



General Fund 2023-24 Proposed Budget

The Ingham ISD General Fund Budget represents a diverse collection of instructional programs, support services and outgoing transfers which are supported by a set of equally diverse funding sources.

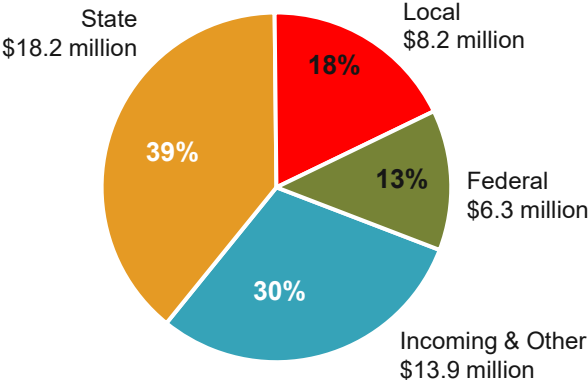
Budget Highlights

	2022-23 Revised	2023-24 Proposed	Increase/ (Decrease)
Revenue	47,501,197	46,571,801	(929,396)
Expense	47,119,264	46,389,787	(729,477)
Excess Revenue (Expense)	381,933	182,014	(199,919)
Beg Fund Balance	6,183,562	6,565,495	381,933
End Fund Balance	6,565,495	6,747,509	182,014

- The 2023-24 excess revenue of \$182,014 compares with 2022-23 revised budget excess revenue of \$381,933.
- The 2022-23 revised budget excess revenue was an improvement over the original budget excess revenue of \$357,929.
- The current year revised budget includes \$13.6 million of additional revenues and expenditures over the original budget related mainly to \$7.4 million of increased sub-calling system pass-through expenditures for local districts, \$2.8 million of renewed HRA grant funding and \$1.9 million of other additional grant funding.
- The General Fund Budget for both years includes recently expanded initiatives to directly support preschool education and school mental health services at the local district level.

General Fund Revenues & Expenses

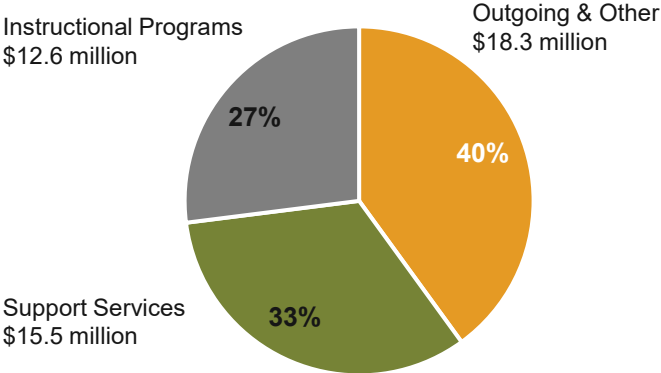
General Fund Revenue - \$46.6 million



Revenue Highlights

General Fund revenue sources include property taxes, state aid, fees for programs/services and grants. A significant portion of revenue is restricted for specific programs or grants and is not available for discretionary general appropriations. Examples include instructional programs such as Ingham Academy, early childhood programs and services and regional substitute consortium.

General Fund Expenses - \$46.4 million



Expense Highlights

General Fund expenditures include a wide variety of programs and services described in the following pages. The majority of expenditures for this fund have specific and designated revenues. As these designated revenues increase or decrease, there is an offsetting change in the related expenditures.

General Fund 2023-24 Proposed Budget Overview

Revenues

- The primary unrestricted revenue sources for the General Fund are property taxes and state aid Section 81.
- Property taxes contribute \$2.2 million in revenue and are based on an estimated levy of 0.1994 mills.
- Budget assumptions include a 4.0 percent increase in property tax revenue net of a contingency for reduced taxable values, increased personal property tax delinquencies, and captures.
- State Aid Section 81 assumes no increase and is estimated at \$1.7 million.
- Revenues decreased overall mainly due to one-time State retirement pass-through in 2022-23 of approximately \$685,000.
- The Governor's budget is currently in the recommendation stage thus no new assumptions have been included in the 2023-24 Proposed budget.
- The revised budget for next year will likely see increases for mental health, early childhood and potentially section 81.
- Local and state revenue sources will be monitored for a potential downturn in the economy and other uncertainties next year.

General Fund 2023-24 Proposed Budget Overview - Continued

Expenses

- Several open and unfilled positions are budgeted to be filled at full-year levels.
- The General Fund includes an overall increase of five staffing positions, three of which will be fully funded by additional Regional Assistance Grant funds to support improvement of academic outcomes in schools newly identified by the Michigan School Index Accountability System within our service area.
- The other two new staffing positions will be covered by general operation funds in 2023-24.
 - An additional application support specialist is being added to build capacity and cross-training to support local districts with PowerSchool.
 - A new director of early college is being added to design and implement a re-envisioned early college model in our service area.
- The General Fund also includes an overall reduction of five staffing positions which were unfilled due to retirements and staff vacancies. There is no financial impact to operations or to existing staff associated with reduction of these five positions.
- Ingham ISD bargaining contracts are in effect through 2023-24 providing stability in estimating future year staffing costs.
- Statutory healthcare hard cap and retirement rates will be monitored for future year impact to the budget.

Programs and Services Supported by Ingham ISD's General Fund

Student Instructional Services (SIS)/Multi-Tiered System of Supports (MTSS)

\$4.6 million

Ingham ISD, in collaboration with our constituent districts, is committed to implementing the essential research and evidence-based practices of MTSS to increase achievement for all pre-K-12 students. Specifically, Ingham ISD supports stakeholders in the following ways:

- Data Review
- Michigan's Continuous Improvement Process (MICIP)
- English Language Arts (ELA) Steering Committee
- Early Warning Systems and Positive Behavioral Interventions & Supports (PBIS)
- Survey of Enacted Curriculum
- Continuous Improvement and Accountability Index School Support
- Literacy and Math Supports
- Science, Technology, Engineering and Mathematics (STEM)
- Leadership Learning Networks
- School Mental Health Services

Instructional Programs

\$13.4 million

- Central Michigan Substitute System
- Early College
- Ingham Academy

Programs and Services Supported by Ingham ISD's General Fund

Early Childhood Programs

\$14.3 million

- Early Childhood
- Great Parents, Great Start (GPGS)
- Great Start Readiness Program (GSRP)
- Early Childhood Support Networks (ECSN)

Instructional Data, Software & Analysis

\$1.4 million

- Data, Systems and Analysis Team (DSA)
- Student Data and Assessment Software
- Student Information Software
- Data Visualization Tool

Other

\$12.7 million

- Sharing Technology & Academic Resources Network (StarNET)
- General Education Transportation
- Technology Services
- Business Services
- Communication Services
- Pupil Accounting & Truancy
- Administrative Services and Support
- Capital Projects Fund Transfer

Next Steps and Responsibility

Next Steps	Responsibility
<p>Submit 2023-24 General Fund Budget to local districts by May 1.</p>	<p>Ingham ISD</p>
<p>By June 1, adopt a resolution either in support or in disapproval of the General Fund Budget. If disapproved, submit specific objections and proposed changes.</p> <p>Send resolution to Ingham ISD, c/o Superintendent's Office.</p>	<p>Local Districts</p>
<p>Adopt General Fund Budget by July 1.</p>	<p>Ingham ISD</p>



**Ingham Intermediate
School District**

A Regional Educational Service Agency

ISD BUDGET RESOLUTION

_____, Michigan (the "District")

A _____ meeting of the board of education of the District was held in the _____ in the District, on the _____ day of _____, 2023, at _____ o'clock in the _____.

The meeting was called to order by _____, President.

Present: Members

Absent: Members

The following preamble and resolution were offered by Member _____ and supported by Member _____.

WHEREAS:

- 1. Section 624 of the Revised School Code, as amended, requires the intermediate school board to submit its proposed budget not later than May 1 of each year to the board of each constituent district for review; and
- 2. Not later than June 1 of each year, the board of each constituent district shall review the proposed intermediate school district budget, shall adopt a board resolution expressing its support or disapproval of the proposed intermediate school district budget, and shall submit to the intermediate school board any specific objections and proposed changes the constituent district board has to the budget.

NOW, THEREFORE BE IT RESOLVED THAT:

- 1. The board of education has received and reviewed the proposed intermediate school district budget in accordance with Section 624 of the Revised School Code, as amended, and by the adoption of this resolution, expresses its support for the proposed intermediate school district budget.
- 2. The secretary of the board of education or his/her designee shall forward a copy of this resolution to the intermediate school board or its superintendent no later than June 1, 2023.

3. All resolutions insofar as they conflict with this resolution be and the same are hereby rescinded.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of _____, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board of Education at a _____ meeting held on _____, 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

ISD BUDGET RESOLUTION

_____, Michigan (the "District")

A _____ meeting of the board of education of the District was held in the _____ in the District, on the _____ day of _____, 2023, at _____ o'clock in the _____.

The meeting was called to order by _____, President.

Present: Members

Absent: Members

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NOW, THEREFORE BE IT RESOLVED THAT:

- 1. The board of education has reviewed the proposed intermediate school district budget and has determined that it disapproves of certain portions of the proposed intermediate school district budget which objections, along with proposed changes, if any are set forth on Exhibit A attached hereto and incorporated herein by reference.
- 2. The superintendent is hereby directed to submit a certified copy of this resolution to the intermediate school board and/or to the intermediate school district superintendent with the specific objections and proposed changes that this board has to the budget no later than June 1, 2023.

3. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of _____, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board of Education at a _____ meeting held on _____, 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



Early Childhood Programming

April 24, 2023

Week of the Young Child

- ▶ Established by the National Association for the Education of Young Children (NAEYC) in 1971
- ▶ More recently, expanded to Month of the Young Child
- ▶ Focus attention on the needs of young children and their families
- ▶ Recognize the early childhood programs and services that meet those needs

"1825 DAYS..."

Between the day children are born and the day they go to kindergarden, there are 1,825 days their brains are soaking up information."

- Early Childhood Colorado



Kim Burchman
Community Education Coordinator

Carolina Giraldo
Preschool Teacher

Minda Derby
ECSE Teacher



1

Infant/Toddler Offerings

Infant/Toddler Offerings

Program	Building	# of Classes	Students Enrolled	Race	ELL
Infant Room	Edgewood	1	7	6 White 1 Black	0
Toddler Ones	Edgewood	1	9	9 White	1
Toddler Twos	Edgewood	1	6	3 White 1 Asian 2 Biracial	2



Infant/Toddler Edgewood Early Learning Center

- ▶ 7:15-6:00, Monday through Friday, year-round
- ▶ Creative Curriculum: Teaching Strategies Gold



2

Preschool Offerings

Research

"The Current State of Scientific Knowledge on Pre-Kindergarten Effects" (2017)

- ▶ While all kids benefit from preschool, poor and disadvantaged kids often make the most gains.
- ▶ Features that may lead to success include **"a well implemented, evidence-based curriculum"** and an emphasis on the **quality and continuous training of pre-K teachers.**

Preschool Offerings

Program	Building	# of Classes	Students Enrolled	Race	ELL
GSRP	Edgewood	3	47	11 Asian 7 Black 17 White 3 Hispanic 3 Biracial	21
ECSE	Edgewood	1	6	1 Asian 2 White 3 Black	5
Preschool- 3 year olds	Edgewood	1	11	6 White 2 Hispanic 2 Biracial 1 Asian	3
Preschool- 4 year olds	Edgewood	1	15	9 White 4 Asian 2 Black	5
PPK- 3 & 4 year olds	Central Montessori	4	10 35	20 Asian 15 White	18

Great Start Readiness Program (GSRP)

- ▶ State-funded preschool program
- ▶ 4 year old children
- ▶ Eligibility factors:
 - ▶ Low family income
 - ▶ Diagnosed disability or identified developmental delay
 - ▶ Severe or challenging behavior
 - ▶ Primary home language other than English
 - ▶ Parent(s) with low educational attainment
 - ▶ Abuse/neglect of child or parent
 - ▶ Environmental risk

Okemos GSRP

Edgewood Early Learning Center

- ▶ 8:30-3:30 Monday-Thursday, school year
- ▶ Creative Curriculum: Teaching Strategies Gold
- ▶ Increase openings with new classroom
 - ▶ September 34 slots ➡ January 47 slots
- ▶ For the 23/24 school year: 48 requested slots

Early Childhood Special Education (ECSE) Edgewood Early Learning Center

- ▶ 3 and 4 year old children with IEPs
- ▶ 12:45-3:45 Monday-Thursday, school year
- ▶ Curriculum is dependent on individual children's IEP's goals and objectives as well as LAP3
- ▶ Based on student numbers, ECSE teacher has been pushing into preschool classrooms to support students and teachers as a Teacher Consultant.

Preschool- 3 & 4 year olds Edgewood Early Learning Center

- ▶ 8:30-3:30, Monday through Friday, year-round
- ▶ Before and after care are available.
- ▶ Creative Curriculum: Teaching Strategies Gold
 - ▶ PELI, Heggerty, Second Step, BIRS, PBIS

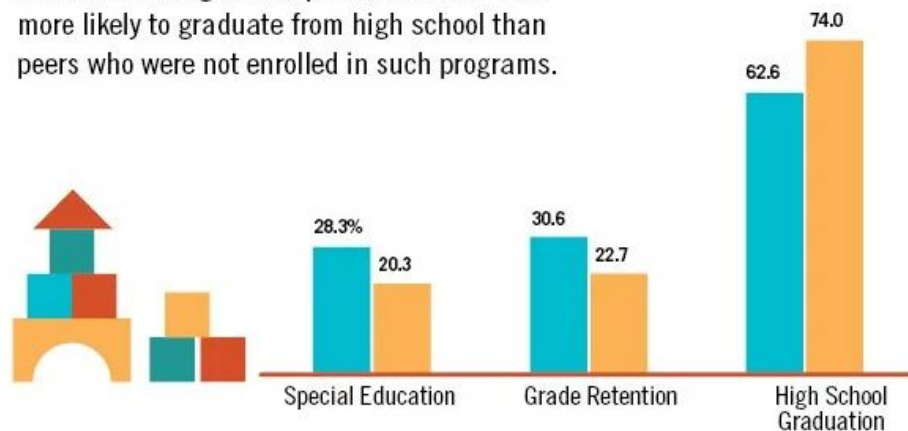


PPK 3 & 4 years old Okemos Public Montessori @ Central

- ▶ 8:50-12:00 Monday-Friday
 - ▶ 12:00-3:50 Monday-Friday, Enrichment Offered
- ▶ Montessori curriculum

LONG-TERM IMPACT

An analysis of more than 20 early-childhood studies shows that children who participate in high-quality preschool are less likely to be retained or assigned to special education and more likely to graduate from high school than peers who were not enrolled in such programs.



SOURCE: Impacts of Early Childhood Education on Medium- and Long-Term Educational Outcomes

EDUCATION WEEK

Graduates of a high-quality pre-k program are:



More likely to be proficient in reading by third grade



More likely to graduate from high school and attend college



More likely to succeed in the workplace



Our Staff

High-Quality Preschool Staff

- ▶ 51 teachers: Infant through Pre Kindergarten
- ▶ Continuous professional learning
- ▶ Bachelor's degree to student teachers
- ▶ MTSS system
- ▶ Data driven lesson plans with differentiated learning
- ▶ Observational assessments



“

“Play is often talked about as if it were a relief from serious learning.

But for children play IS serious learning. Play is really the work of childhood.” Fred Rogers



Operations Department

Date: April 19th, 2023
To: Board of Education
From: Mark Fargo, Director of Operations
Re: Locker replacement for Central Montessori

Purchase Information

Cost: \$77,600.00
Vendor: Symons Building Specialties
Source of Funds: 2019 bond Funds

Description of Need

The current lockers are very rusty and have become a hazard to use. Ripping students jackets and getting rust on their boots and shoes. As well as being an eyesore to the staff and community. They are original to the building as far as I know and are long overdue for replacement. We have worked with both companies and both are very good and reputable. Symons did the lockers at Kinawa and that process was very professionally done. In this case all things being equal I would confidently recommend Symons Builders as the low bid vendor.

Recommendation

We did go out for bids for this work and the bid packet went out to 40 emails and 2 vendors responded and put bids in, Symons Builders = \$77,600.00 and Product Resources = \$81,800.00

I am recommending to the Board for consideration approving Symons Builders as the winning bidder for the locker project at Central Montessori for \$77,600.00

Mark Fargo

mark.fargo@okemosk12.net

4406 North Okemos Road, Okemos, Michigan 48864

Phone (517) 706-5037

Summary: BOE Start Times Survey Data
4/18/23

1. In summary, what was most compelling from the research presented by Dr. Hoffman in regards to a later start time?

Impacts on student learning, health and risk factors.
Research seems to be a clear consensus for secondary students.

2. Questions for Dr. Hoffman (emailed to her for response)

3. Questions for Superintendent

Is it possible to follow Dr. Hoffman's recommendation by pushing everyone back and starting the k-6 students at 8:00 and the 7-12 students at 8:30? **No, that time span is not possible with two bus runs. We need 45-50 minutes between bus runs.**

How much would it cost to provide before school care for K-6 students IF families needed said care for an additional 45 minutes?

It would be helpful to know approximately how many times Fall and Spring athletes need to leave school early under the schedule, and how many more would need to leave early if we started later (hours lost per student per year under the two scenarios).

**Fall 80 kids miss for events, possibly 1x a week
Cross Country and Boys Golf**

Winter (Least impact)

**Spring (Most impact) - away events start at 4pm
2X a week, 80- 150 kids could miss
Baseball, Softball, Girls Golf, Boys and Girls Track, Boy and Girls Lacrosse**

Students leave mid 6th hour and miss about 30 minutes of class. Students would miss additional class time equal to the later start. (1 hour and 10 minutes of school if moved 40 minutes later from current time- end of 5th and all of 6th hour.)

Participation in programs that are not under the OPS umbrella (e.g., Wilson Talent Center)--How many participants, how much time missed currently (if any), how much if start times moved later, how much if flipped. Info on this would be helpful.

Data from our neighboring districts. How many have changed start times and impacts of the change?

If we go with Dr. Hoffman's recommendation of starting everyone 30-minutes later AND flipping them, how does that impact our bus runs? Will we need to add routes?

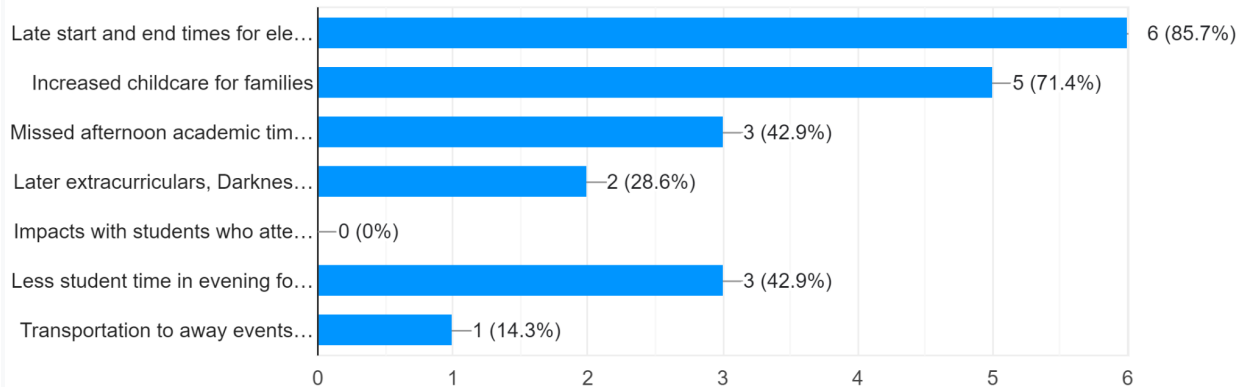
Could we change the bus boundaries for older kids and in turn narrow the bus turnaround times?

4. What are the demographics of students and families that may be disproportionately negatively impacted by our current practice or by a change in practice?

Economically disadvantaged, student athletes, families in need of childcare, single parent households, older students, working parents/guardians

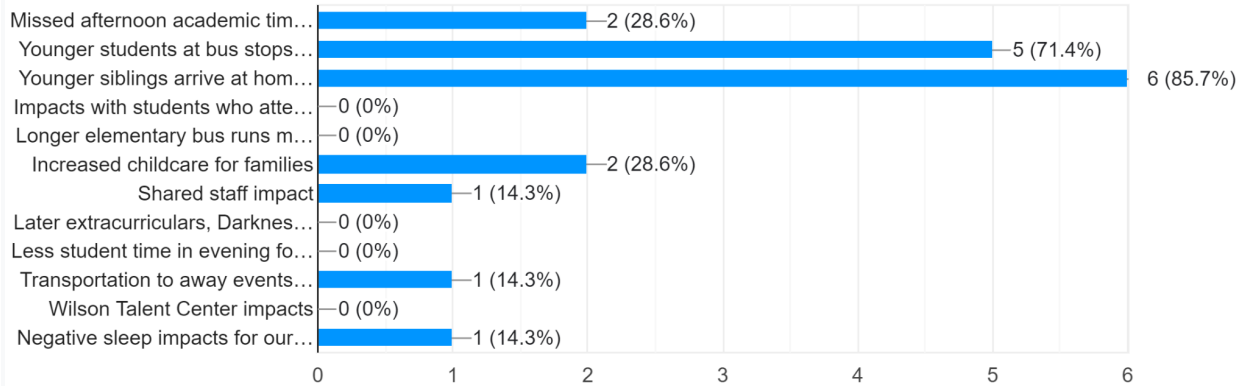
In reviewing model below, what the are the areas of district impact that are of most concern with a moving everyone to a later start time? (Choose no more than three)

7 responses



In reviewing the model below, what the are the areas of district impact that are of most concern with a flip flop of elementary and secondary start times? (Choose no more than three)

7 responses



8. What trends or data points were most impactful from our recent [community/staff survey](#)?

Move all later seemed to have more overall general support vs. flip flop
 General support for change, very neutral weighted averages
 Amount of time spent on homework, screens

9. What trends or data points were most impactful from our recent [student survey](#)?

No clear consensus on student data being positive or negative from BOE members
 Not as strong support, to seem to support, to no clear data
 Students seem to agree it will help with more sleep
 Some noted students disliked flip flop of times
 Other things that impact sleep time: homework, screen time, extracurricular activities

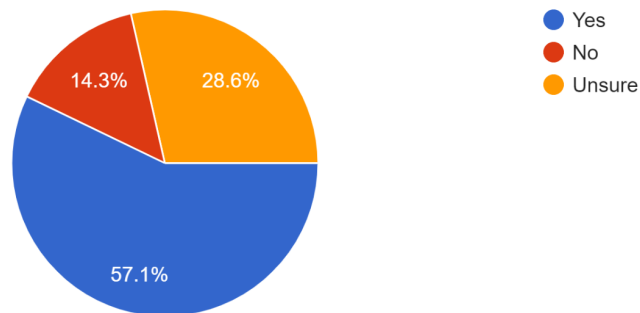
The Board has discussed prioritization of administrative initiatives so we can be more focused on our work and outcomes for students. Would an initi... before moving forward with start times decision?

7 responses



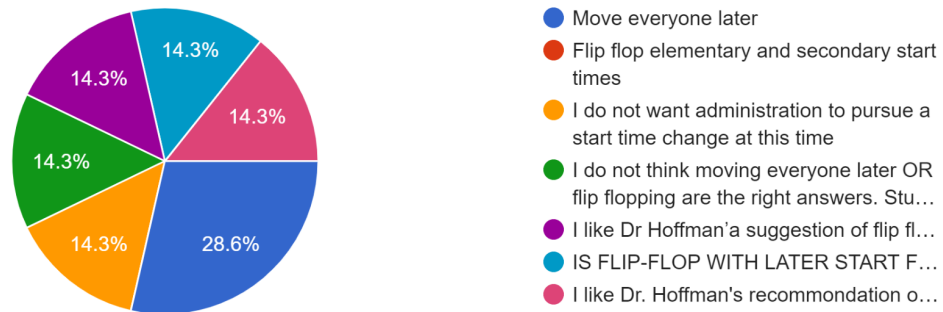
After consideration of all of these factors, at this time do you support a district wide start time change to occur for 23-24?

7 responses



Which model for start time change would you like administration to pursue?

7 responses



If you do not support a start time change at this time, briefly explain why.

District should establish priorities first and see where this falls before proceeding
Support in concept, application must be done well and is different story
If reasonable times can be found - support, if not not sure of support

Superintendent Recommendation:

After consideration of the data from the surveys, and research:

- First establish district priorities and identify where a start change time lies
 - If identified as a top priority
 - Work a draft plan to phased in start time change
 - Move everyone later or hybrid to be determined
 - 30 min/10 min, or 25/15 min phase
 - Gather feedback to measure impact
 - Must be negotiated

Start Times - Board Input

7 responses

[Publish analytics](#)

In summary, what was most compelling from the research presented by Dr. Hoffman in regards to a later start time?

7 responses

The fact that students' ability/inability to recall the previous day's learnings is determined by their REM sleep.

Generally, the clear and compelling findings re the importance of sleep and the broad support behind delaying school start time for adolescents; specifically, the explanation that teens can't go to sleep at 10pm due to hormonal activity.

That science clearly backs up the need for kids to get more sleep, that they're less likely to learn very early in the morning, and that later start times will help with the problem.

EFFECTS OF SLEEP DEPRIVATION AND ESPECIALLY THE SLIDE ON PUBERTY-INDUCED PHYSIOLOGICAL CHANGES

The benefits to students.

I was struck by the mismatch between physiological changes in teens and societal pressure. Particularly how their bodies produce less melatonin. Equally compelling was the data that shows the reduction in things like car accidents and risky behaviors.

Just the surety of it all. Seems like the research conclusion is basically universal as it relates to middle and high school kids



What follow up questions do you have from Dr. Hoffman regarding the research on sleep?

6 responses

She mentioned that there isn't much research on the effects of earlier start times on younger children and their families, however, this is of concern to me. Are we helping one group by hurting another?

I am curious how this body of research landed on 8:30 specifically but do not need to know this for our conversation.

NONE. HER PRESENTATION/DISCUSSION WAS COMPREHENSIVE AND INFORMATIVE.

The presentation included a pro of reduced cost-improved student health (mental and physical). Is there quantified data to support this?

I still have wonders around 'if they can sleep later, they'll just stay up later.' I'm sure this will occur in some students, but the vast majority will probably go to bed when they normally do. That said, it is still a wonder. I don't think I need an answer to this specific question

It may not be possible, but I would love more information about the effect of possibly moving the start times of our elementary and 5/6 students earlier. I don't want our younger students to be negatively affect because we are blinded by al the middle/high school data.



Is there any additional follow up data from the district would help inform impacts?

6 responses

Is it possible to follow Dr. Hoffman's recommendation by pushing everyone back and starting the k-6 students at 8:00 and the 7-12 students at 8:30? She stated that a 15 minute delay won't result in any significant gains, this makes me believe that we should follow her recommendations fully or not at all.

Data that illustrates the degree of impact and how difficult it would be to address. It would be helpful to know approximately how many times Fall and Spring athletes need to leave school early under the current schedule, and how many more would need to leave early if we started later (hours lost per student per year under the two scenarios) . Knowing what hours they leave under the two different scenarios would be great BUT I imagine is too much to ask.

While many student participate in clubs and certainly may be impacted by moving the start time, I assume that *most* clubs will continue with different times. Same with after school jobs--*most* employers will work around any changes. Less clear is participation in programs that are not under the OPS umbrella (e.g., Wilson Talent Center)--how many participants, how much time missed currently (if any), how much if start times moved later, how much if flipped. Info on this would be helpful.

Finally, cost info. Approximately how much would it cost to provide before school care for K-6 students IF families needed said care for an additional 45 minutes (the difference between the current start time and the proposed start times)?

ADMINISTRATION EMPLOYED A COMPREHENSIVE EFFORT TO COLLECT/COMMUNICATE DATA AND IMPACTS

Data from our neighboring districts. How many have changed start times and impacts of the change. Input from bus drivers, coaches and child care staff.

Financial impact as it relates to transportation. If we go with Dr. Hoffman's recommendation of starting everyone 30-minutes early AND flipping them, how does that impact our bus runs? Will we need to add routes?

It has been a couple years since we looked at our bus routes, schedule, and who is eligible. Might be worth while to just revisit that so we all have a full understanding (plus we have new members). For example (not that I am necessarily advocating this), could we change the bus boundaries for older kids and in turn narrow the bus turnaround times?



What are the demographics of students and families that may be disproportionately negatively impacted by our current practice or by a change in practice?

7 responses

Those that require childcare after school and currently have older siblings home to provide it.

From Dr. Hoffman's research, ALL CMS and OHS students are negatively impacted by current start times. Students who take the bus, and need to leave home earlier than those who drive or whose parents drop-off, presumably are even more negatively impacted.

Families with inflexible work schedules that rely on current start times for childcare will be disproportionately negatively impacted by changing start times, at least in the short-term.

Students who participate in extracurricular activities outside of OPS may face an increase in the amount of lost instructional time (at least until other schools/MDE follow Dr. Hoffman's research.

I was very happy to hear that later start times do not have negative impacts on marginalized students and families.

Student athletes may be the most negatively impacted by later start times, but those students make up a minority the whole student body district wide.

I AM CONTINUALLY CONCERNED ABOUT IMPACTS (KNOWN AND NOT YET KNOWN) ON ECONOMICALLY DISADVANTAGED AND OTHER MARGINALIZED GROUPS IN OUR COMMUNITY

Need more data to answer this question, however to subgroups that that immediately come to mind are economically disadvantaged students, single-parent household, families with children across all grade levels.

I thought that the demographics that would be most impacted were the younger students that may rely on older siblings for childcare. The younger students that also may walk to school/bus stop in the dark is a negative impact. It's clear that our older students are currently impacted the most with our current practice as the sleep deprivation research indicates. T

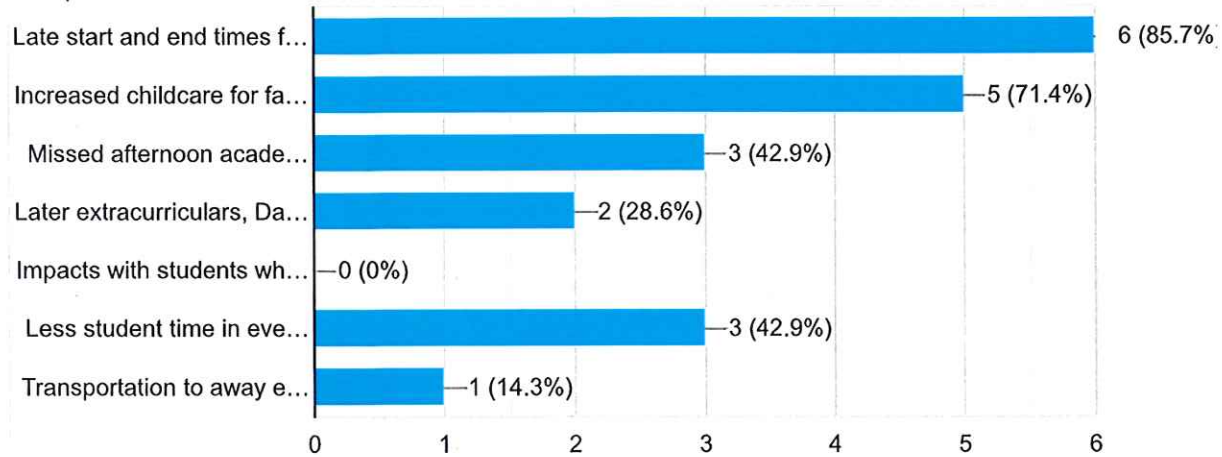
Students who have working parents/guardians who don't have flexible schedules are going to be most negatively affected. This will require a lot of new family juggling. Also, students who have after school activities outside of the district, including sports, will also be negatively affected.



In reviewing model below, what the are the areas of district impact that are of most concern with a moving everyone to a later start time?
(Choose no more than three)



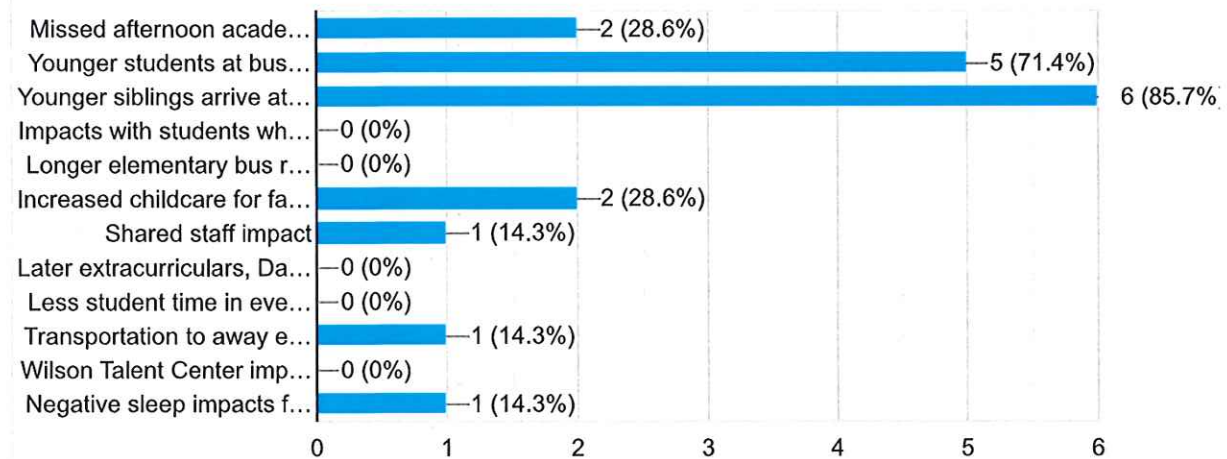
7 responses



In reviewing the model below, what the are the areas of district impact that are of most concern with a flip flop of elementary and secondary start times? (Choose no more than three)



7 responses



What trends or data points were most impactful from our recent [community/staff survey](#)?

7 responses

There seems to be more support for a later start for everyone, as opposed to a flip flop

That almost 2/3 of respondents support moving all start times later.

Later start times for all we're clearly supported by staff and community members

IT IS INTERESTING THAT STAFF/COMMUNITY RESPONSES INDICATED MORE POSITIVE SUPPORT FOR LATER START TIMES FOR ALL SCHOOLS VS THE FLIP-FLOP ALTERNATIVE

Community/staff indicate 60-90 minutes time spent on homework (30%); yet student survey indicate less than 20% spend 60-90 minutes on homework. Less than 20% respondents from parents with elementary students.

Generally speaking they are in support of this change. I did find it interesting that when you factor in the weighted average, the results are closer to neutral than 'positive' This doesn't alarm me, as I think that indicates families will adjust and recognize the benefits outweigh the 'negatives' or routine adjustments

They preferred all later over flip floppings. Also, there was broad agreement that later start times, in general, were a good thing.



What trends or data points were most impactful from our recent [student survey](#)?

7 responses

The students also support a later start time for everyone, despite understanding extra curricular conflicts

Over half highly or somewhat approve moving all start times later

Later start times for all we're clearly supported by students

MY REVIEW OF THE DATA DOES NOT INDICATE MORE POSITIVE SUPPORT FOR EITHER ALTERNATIVE.

Students topic 4 factors for not obtaining enough sleep in rank order: homework, screen time, extra curricular activities, school start times. Also, highly disapprove flip flop start times. Wondering why Chippewa students response rate was so low.

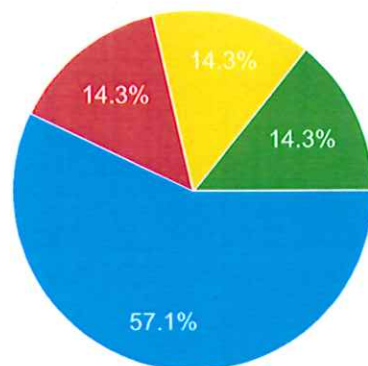
Students don't seem to be as strongly supportive of later start times even though they largely agreed later start times would help them get more sleep. I was also intrigued by the majority of time spent on homework being an hour or less, but yet that ranked as the number 1 reason they are sleep deprived (according to them). With screen time a close second factor to homework, that seems to be the bigger issue....not homework. I also took note that for the most part the results of the impact(s) were widely positive or neutral

That it was generally in line with the community survey data.

The Board has discussed prioritization of administrative initiatives so we can be more focused on our work and outcomes for students. Would an initiative prioritization work session for the BOE be beneficial to determine the top priorities before moving forward with start times decision?



7 responses



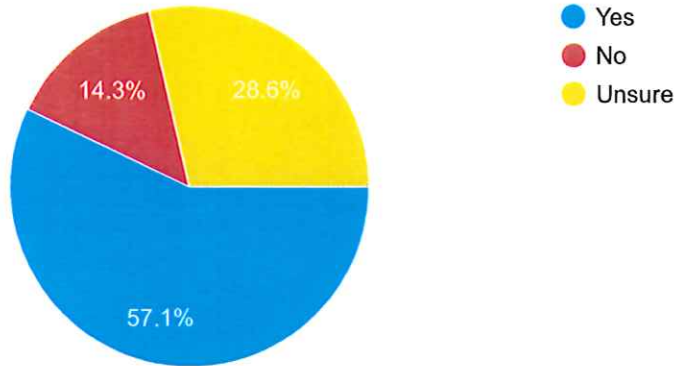
- Yes
- No
- ALTHOUGH I SUPPORT THE CONCEPT OF EARLY SECONDARY START TIMES, I THINK THAT THIS SHOULD...
- I think it could be helpful, but I think that would depend on the administration recommendation and when administration prop...



After consideration of all of these factors, at this time do you support a district wide start time change to occur for 23-24?

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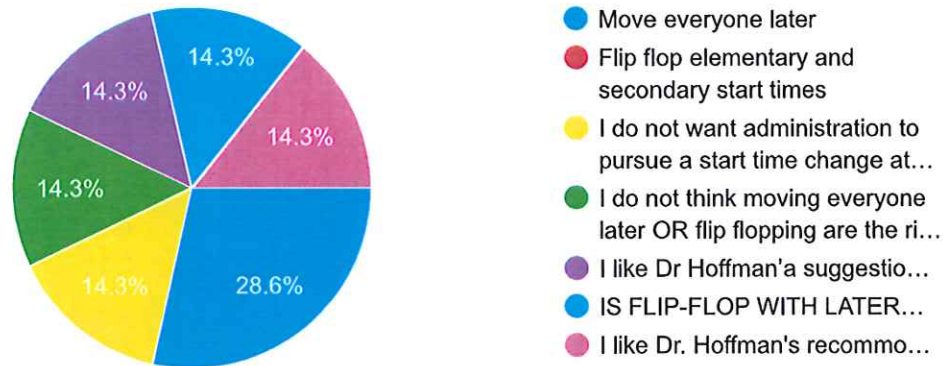
7 responses



Which model for start time change would you like administration to pursue?

 Copy

7 responses



If you do not support a start time change at this time, briefly explain why.

5 responses

I would support the change if we are able to change start and end times to something reasonable for everyone, but if not, then I can not say I support either of the two options.

The question of bandwidth is paramount and the priorities discussion needed.

I SUPPORT THE CONCEPT OF LATER START TIMES. I DO NOT SUPPORT PROCEEDING WITH THIS ENDEAVOR IF THE DISTRICT HAS HIGHER PRIORITIES (GREATER OVERALL BENEFITS) THAT SHOULD BE UNDERTAKEN AT THIS TIME.

We need to spend time prioritizing district initiatives before moving on this. Additionally, as the district prepares to wrap up this current school year we need to ensure adequate time is allotted to make a change like this. We sent a survey to community members, have we considered a community forum to gather additional input? Surveys should not be the only option to gather input. What do we consider a good response rate based on our community size?

I do support it in theory. The "how" and the process of implementation will be vitally important to support our families in what will be a huge charge that will have positive impacts long-term but short-term challenges.

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Google Forms



School start time -impact on student wellbeing and academic performance

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

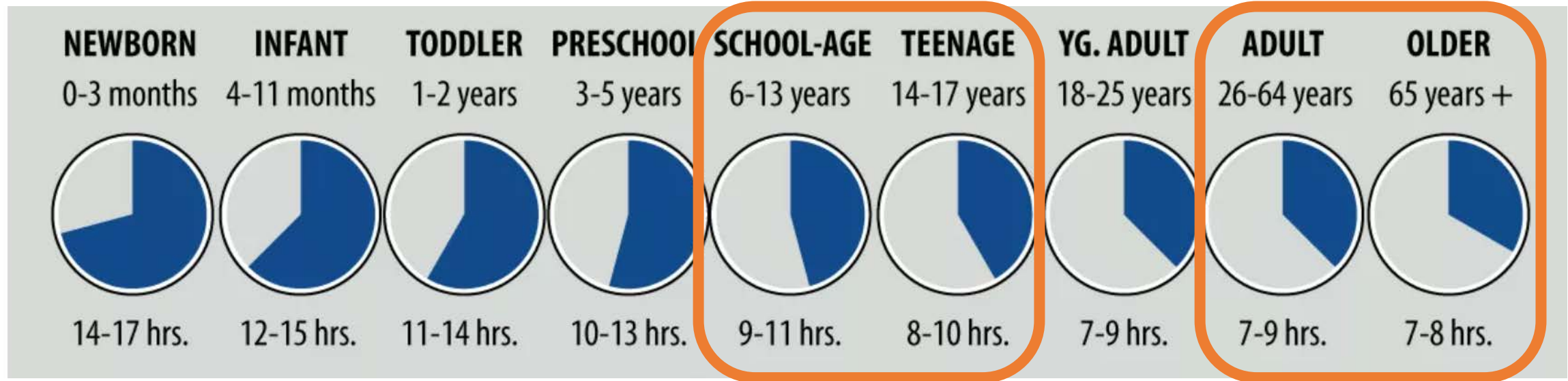
“Sleep like a baby”



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



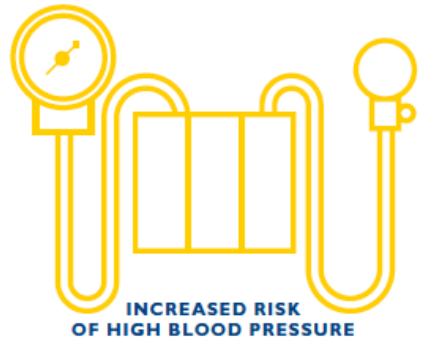
36% INCREASE IN RISK FOR COLORECTAL CANCER

LESS ACTIVE IMMUNITY PROTECTORS CALLED NATURAL KILLER CELLS

NEARLY 3X RISK FOR TYPE 2 DIABETES

Craving high reward (unhealthy) foods

Increase in diabetes



INCREASED RISK OF HIGH BLOOD PRESSURE

Increase in injuries

Increase in sick days

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

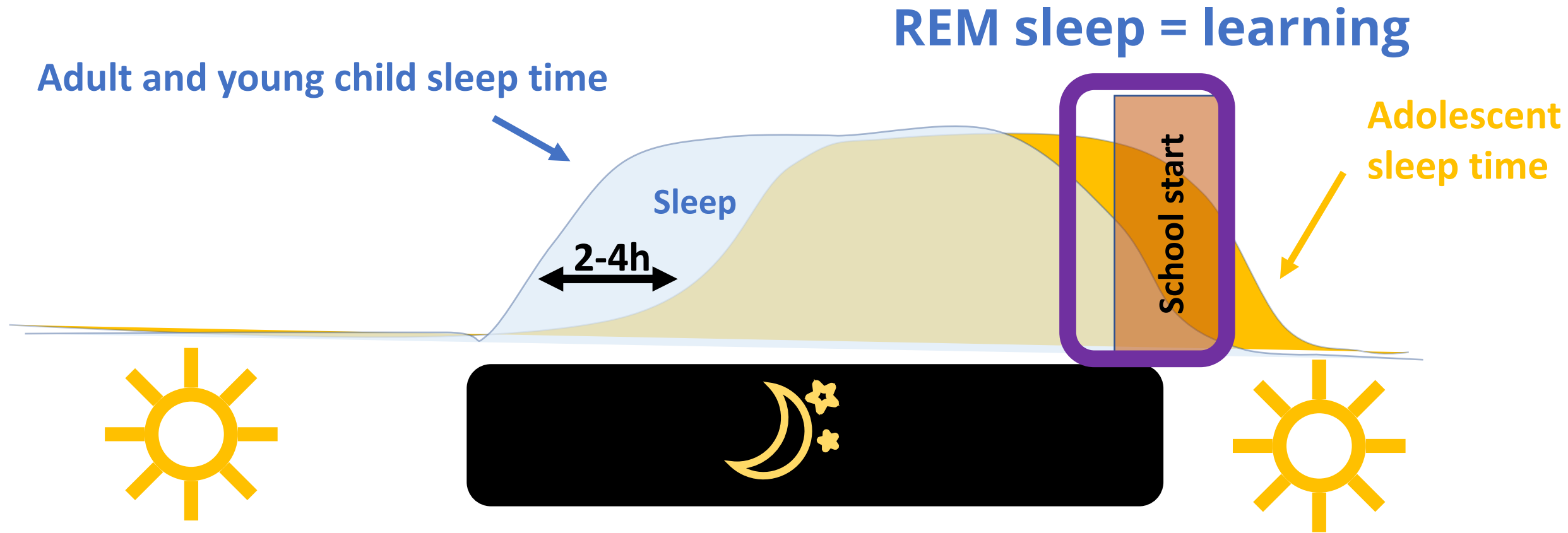


3X MORE LIKELY TO CATCH A COLD

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) ↓

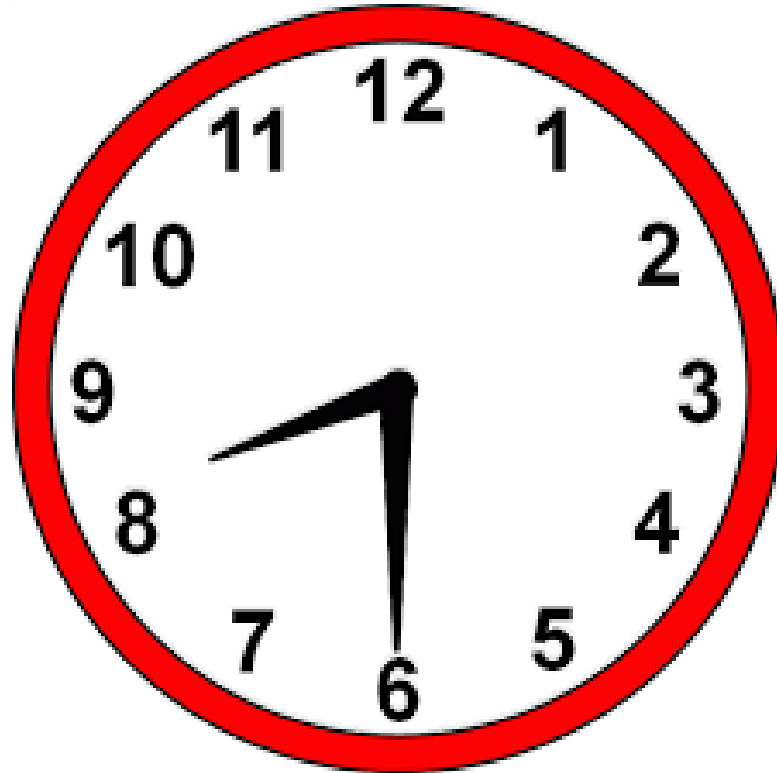


Position Statements or Policy Briefs:

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

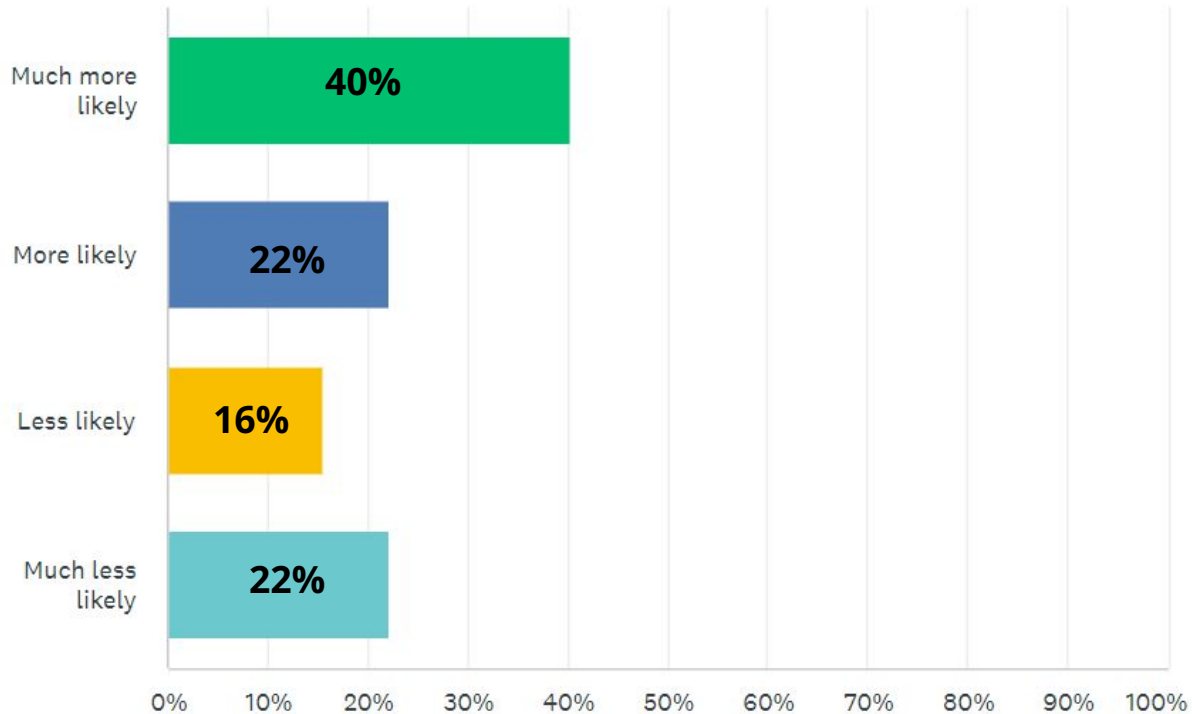
Q1 (Staff/Community): Please identify the impact of all schools (elementary and secondary) having later start times.

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

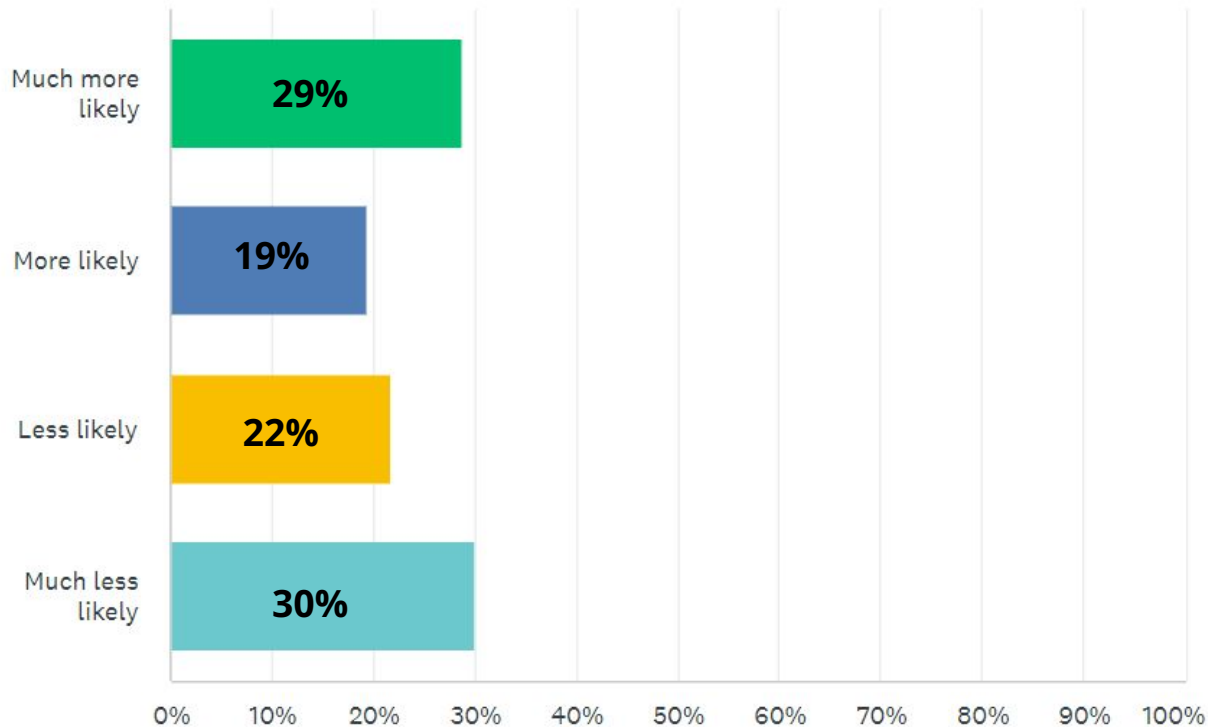
Q3 (Staff/Community): Please identify the impact of a **flip flop** of secondary and elementary start times on the following:

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

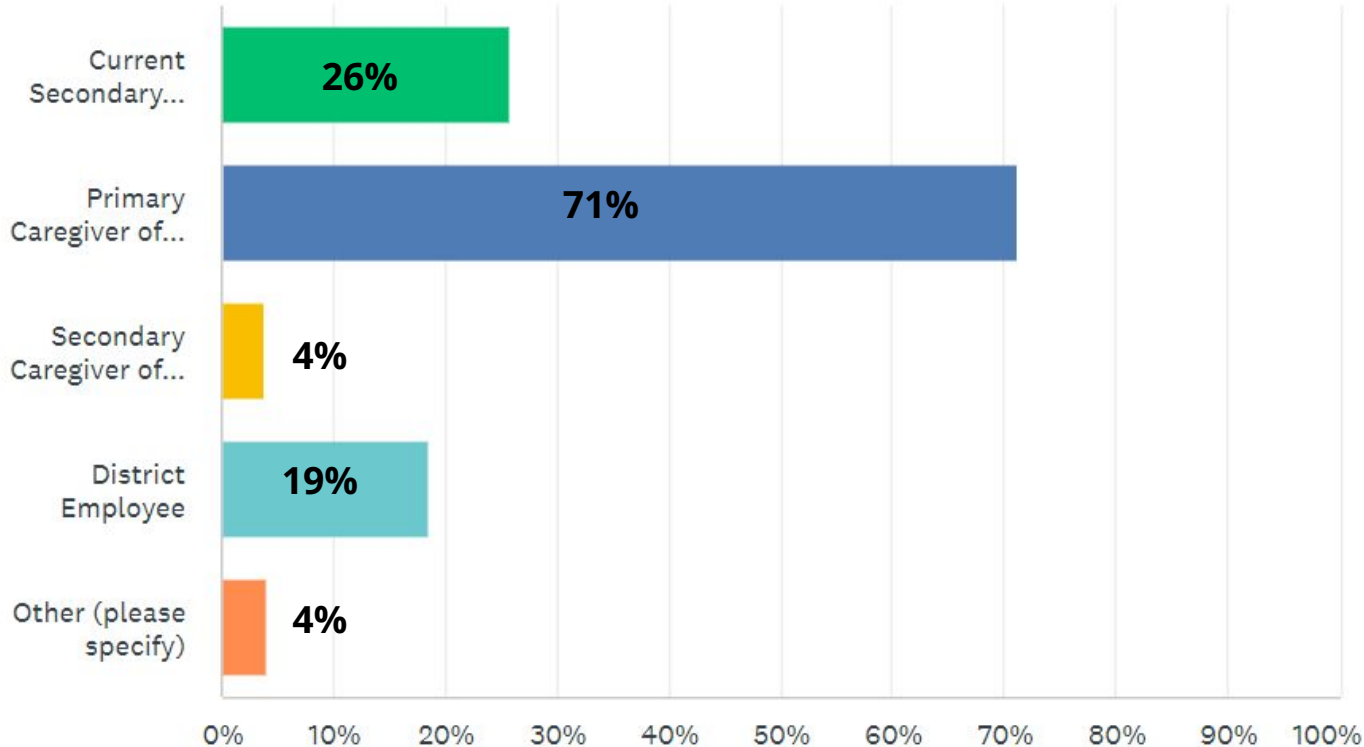
Q4 (Staff/Community): How likely are you to support a district wide start time change that includes a **flip flop** of secondary and elementary start times?



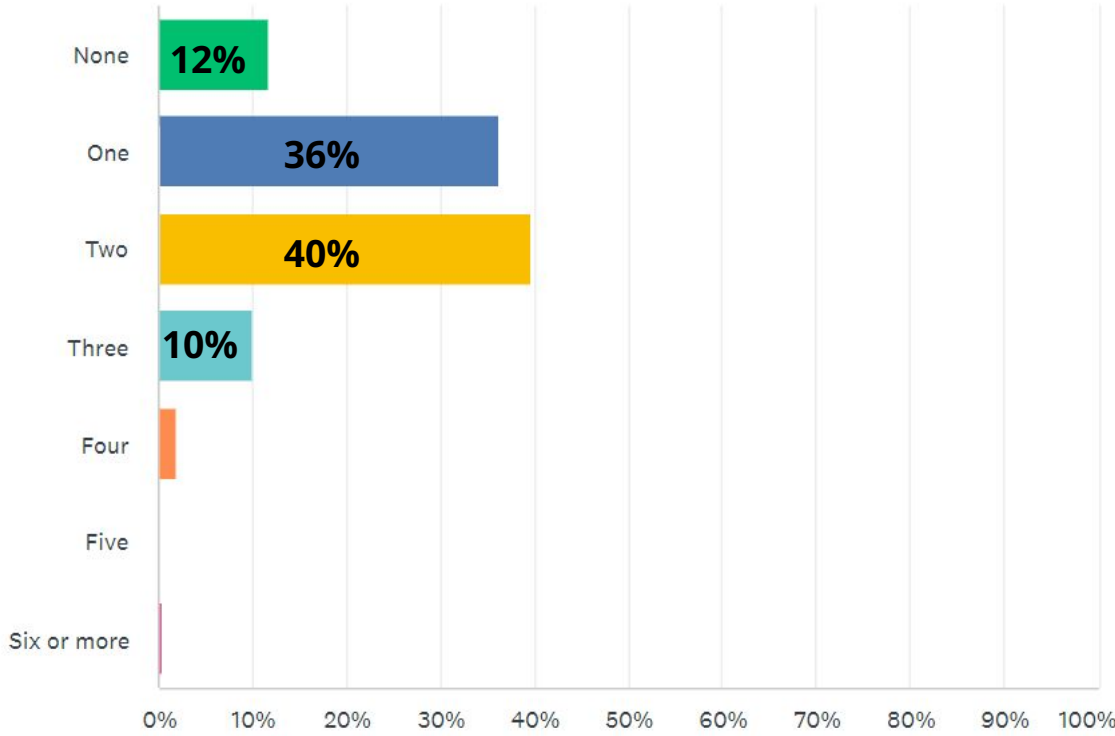


Staff/Community Survey Results: Demographics

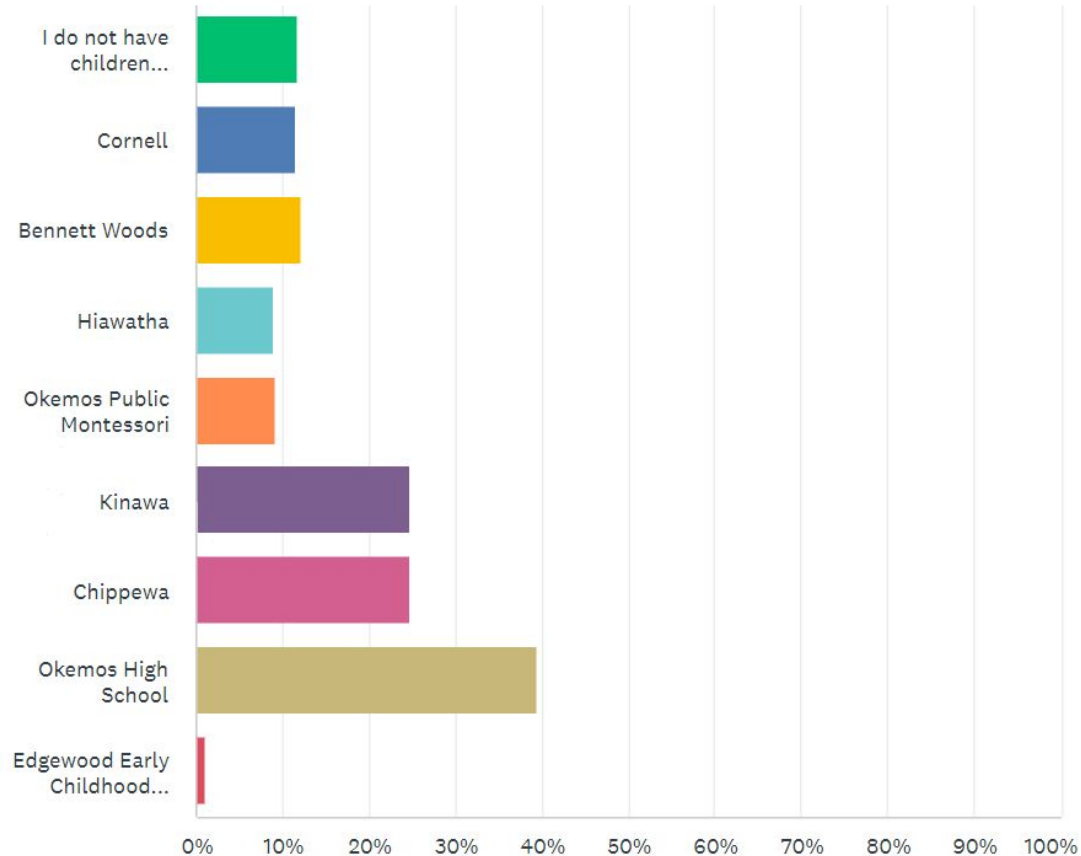
Q7 (Staff/Community): What best describes you/your connection to the Okemos Schools?



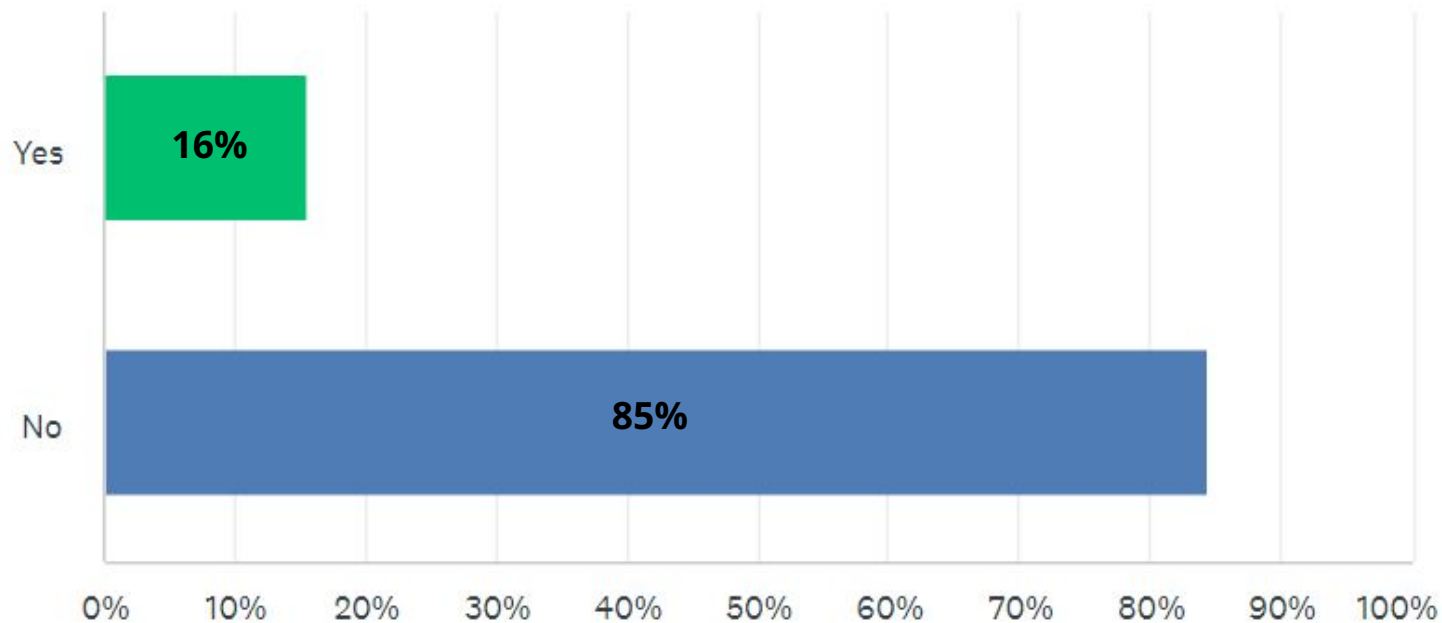
Q8 (Staff/Community): How many children do you have currently attending the Okemos Schools?



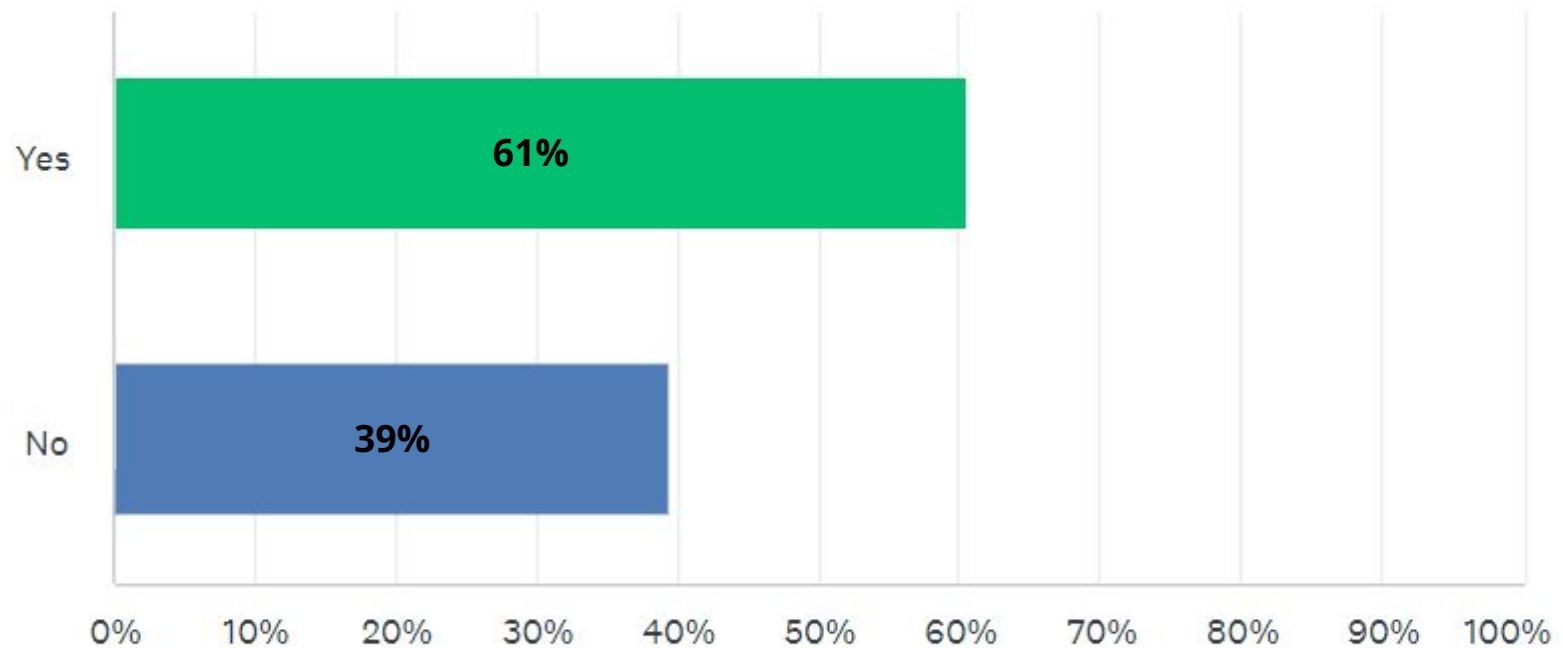
Q9 (Staff/Community): What school or schools do you have children attending?



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

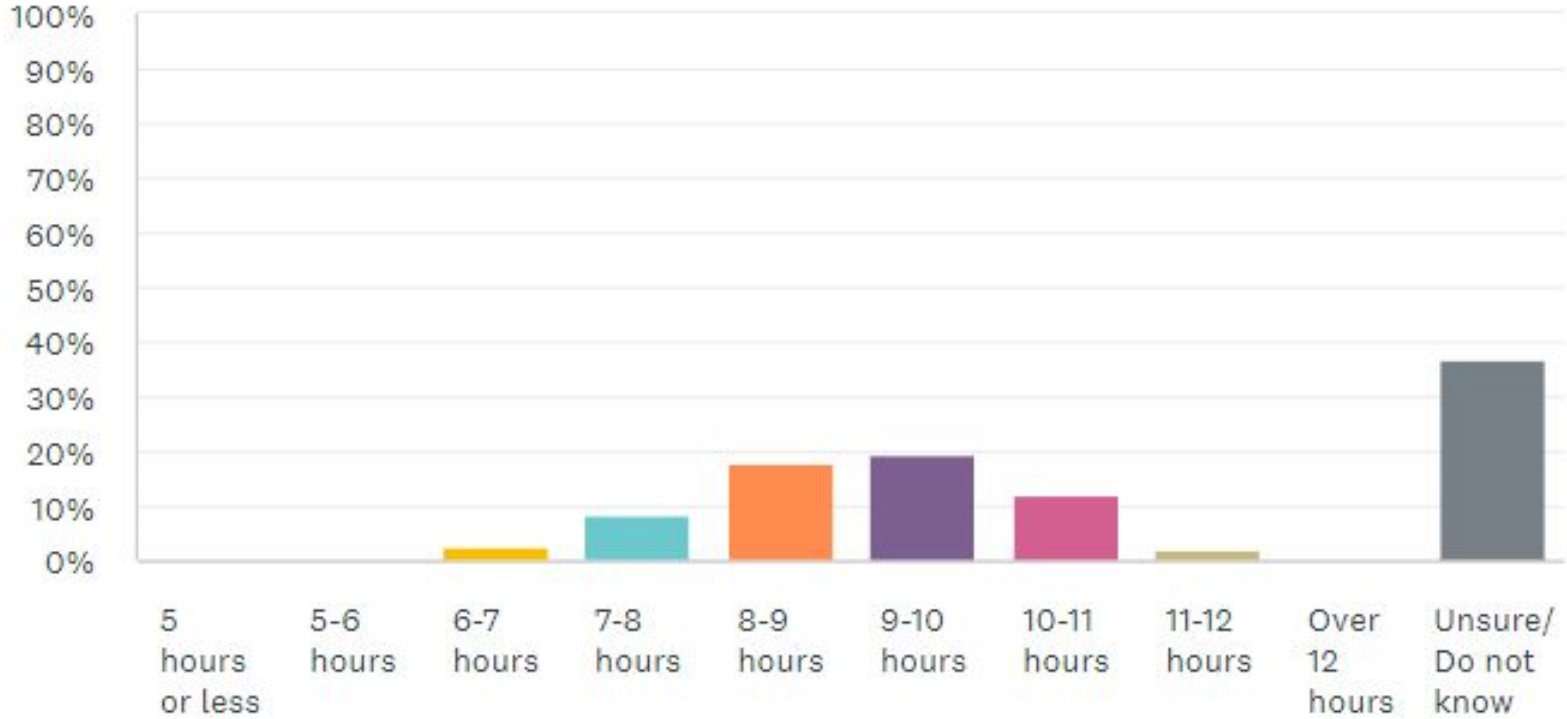


Q11 (Staff/Community): Do you currently have a secondary aged student or students OR will you have a secondary aged student at the start of the 23-24 school?

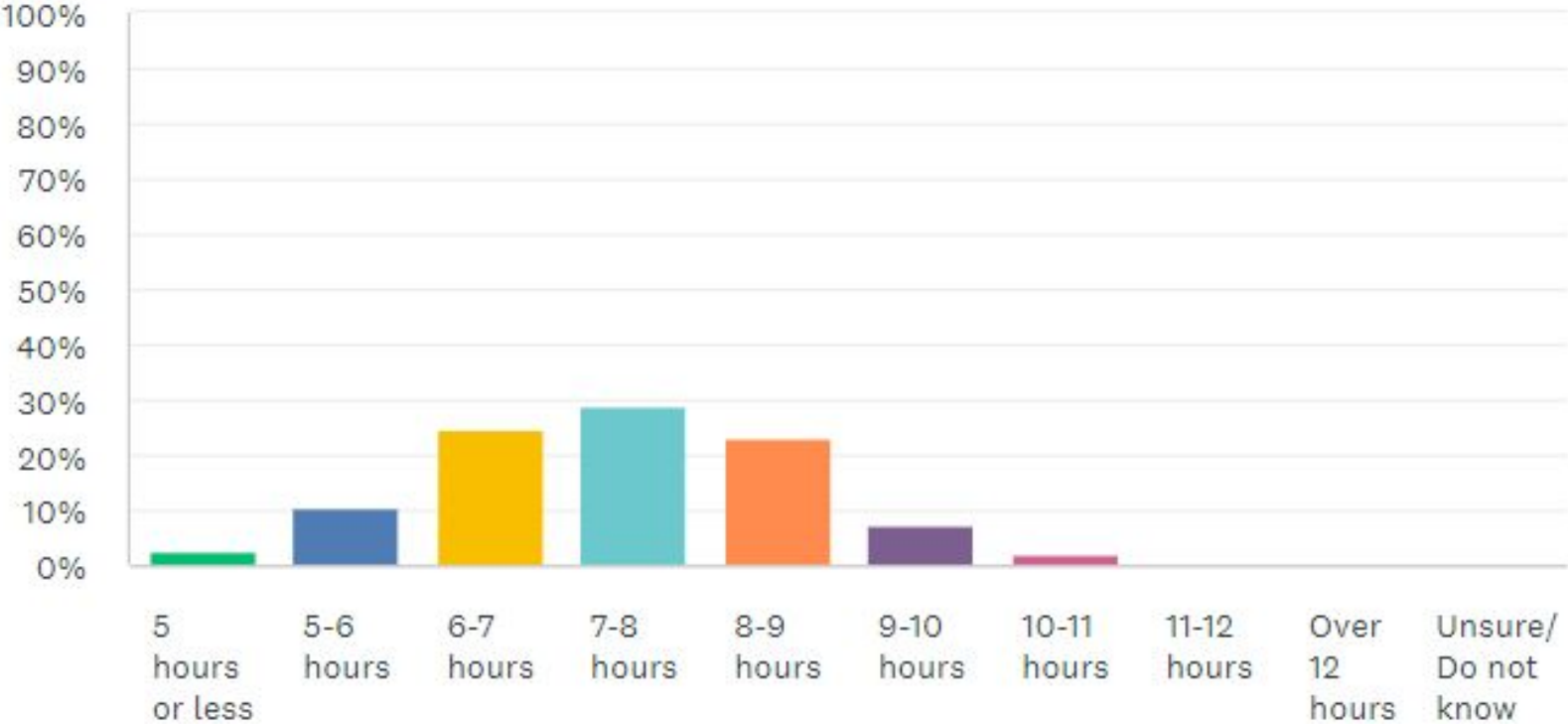


Staff/Community Survey Results: Sleep Data

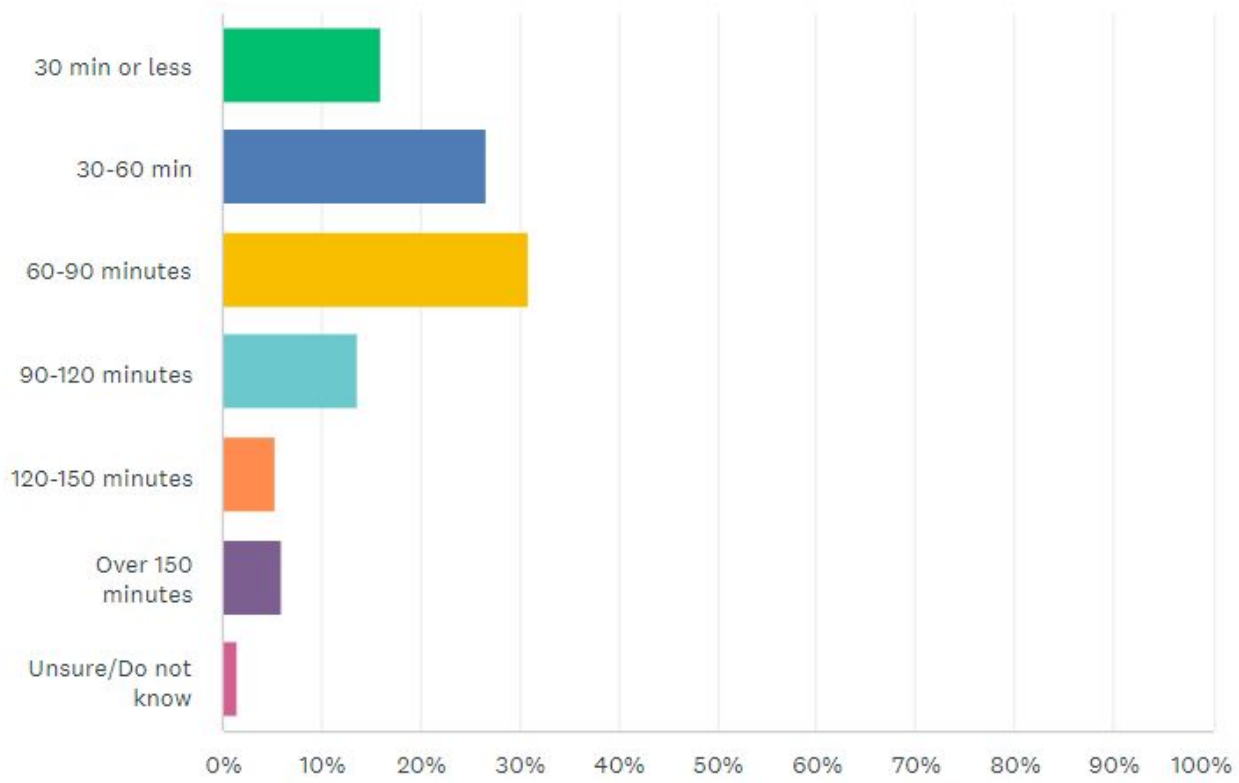
Q17 (Staff/Community): How much time does your elementary student sleep on an average school night?



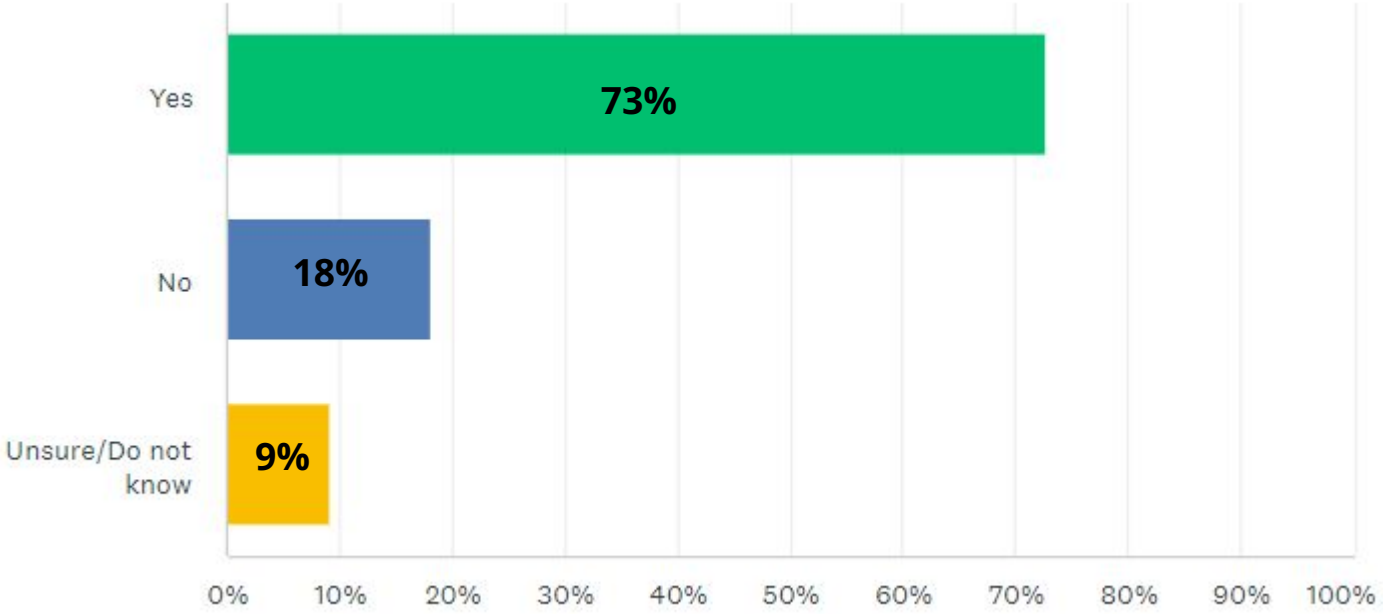
Q12 (Staff/Community): How much time does your secondary student sleep on an average school night?



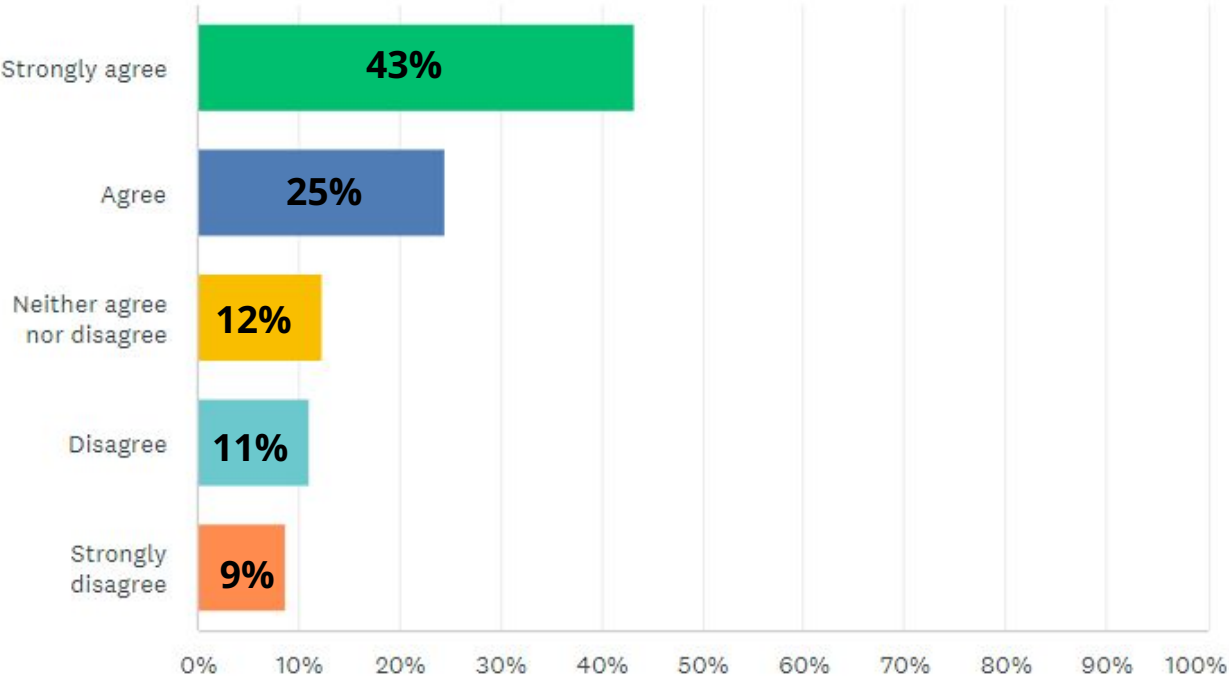
Q13 (Staff/Community): How much time does your secondary student spend on homework on the average school night?



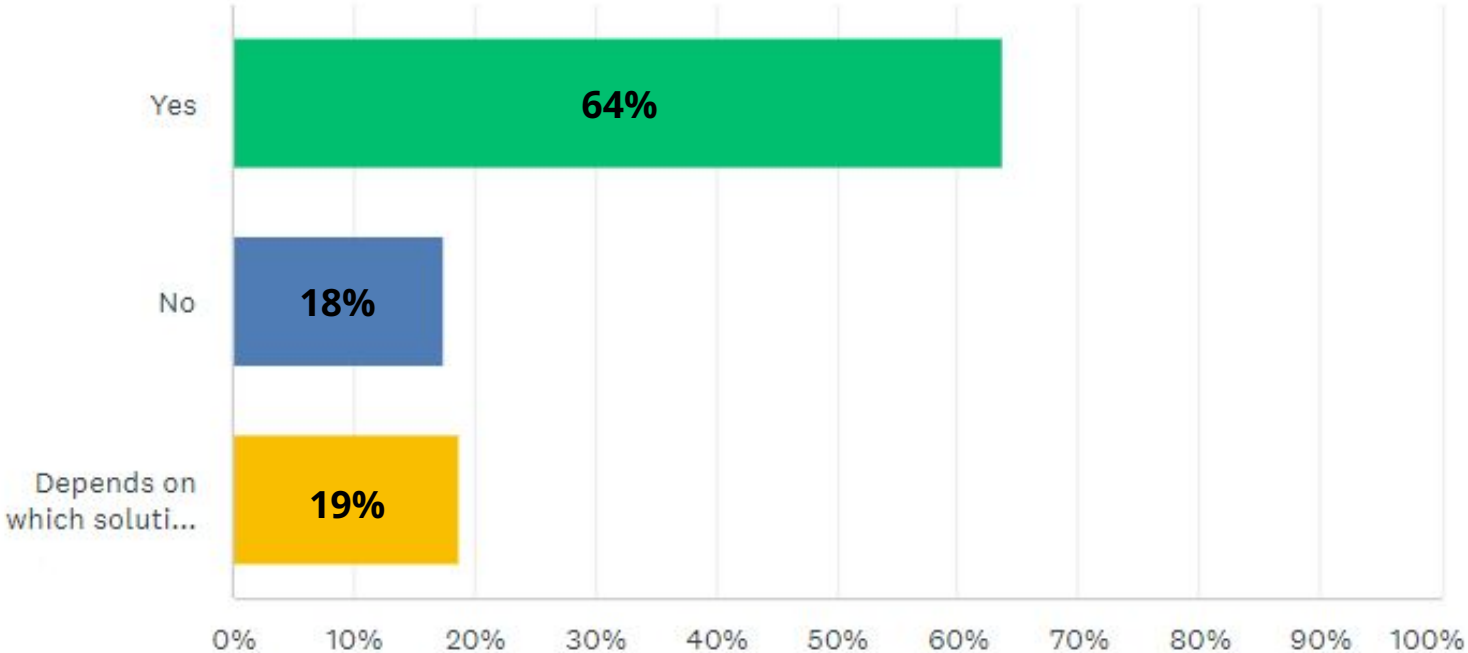
Q14 (Staff/Community): Would a later secondary start time help ensure secondary students received a minimum of 8 hours of sleep on a typical school night?



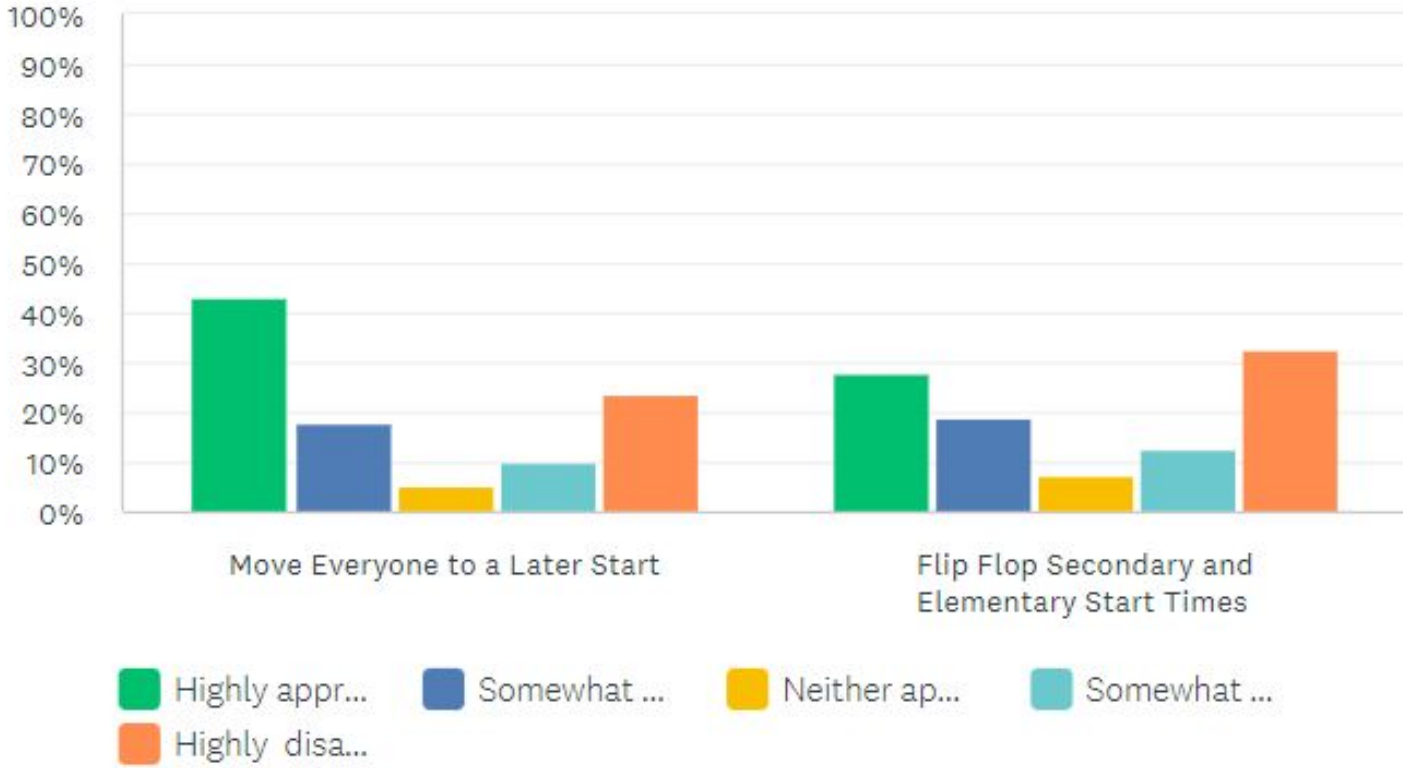
Q20 (Staff/Community): Agree or disagree: A later start time would help ensure secondary students receive 8-10 hours of sleep on the typical school night.



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

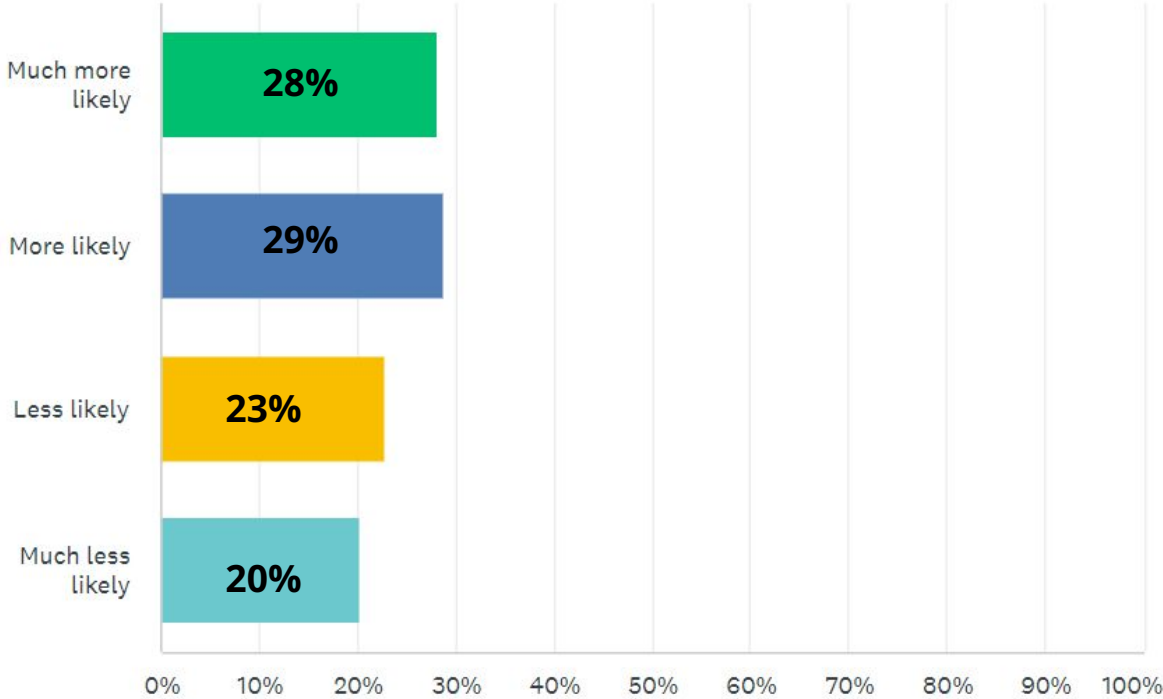
Q1 (Student): Please identify the impact of all schools (elementary and secondary) having later start times.

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

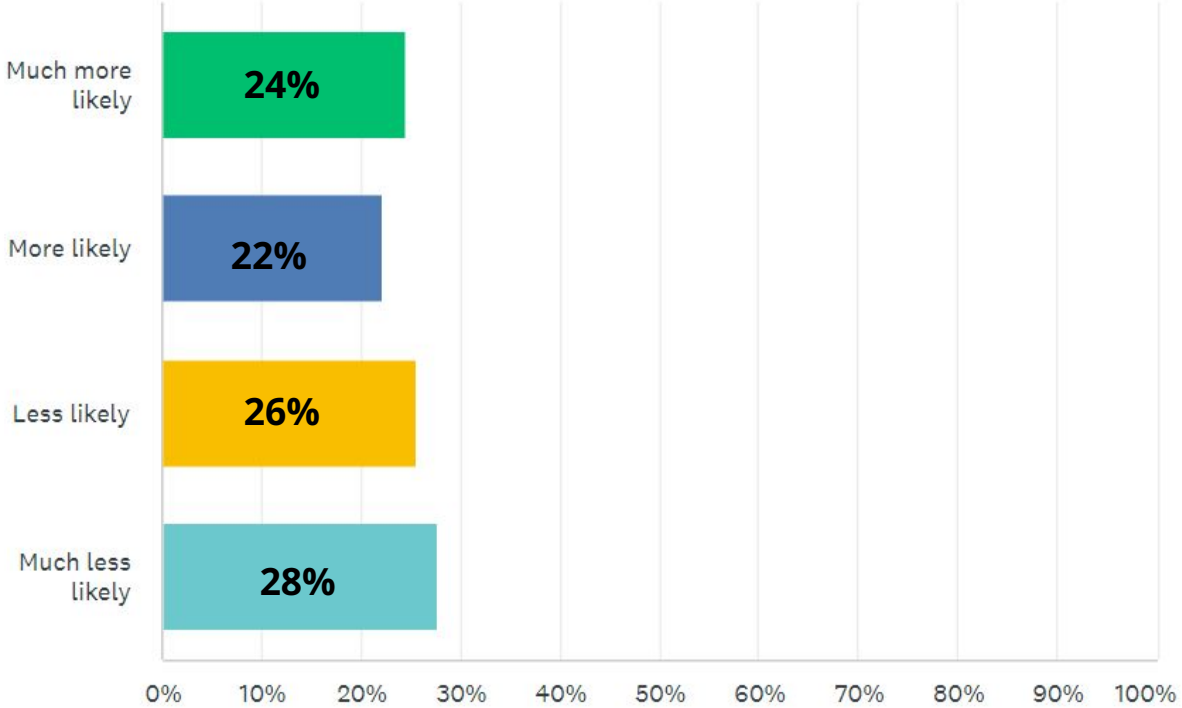
Q3 (Student): Please identify the impact of a **flip flop** of secondary and elementary start times on the following:

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

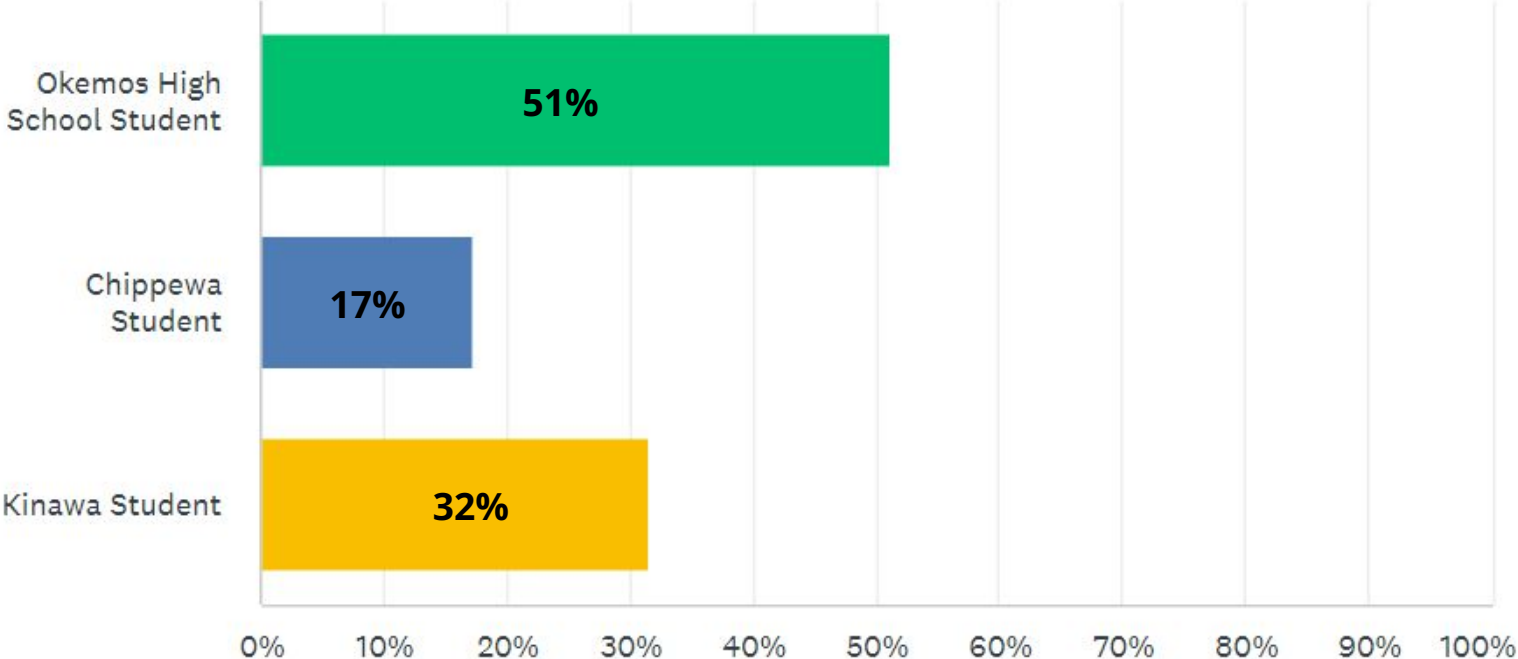
Q4 (Student): How likely are you to support a district wide start time change that includes a flip flop of secondary and elementary start times?



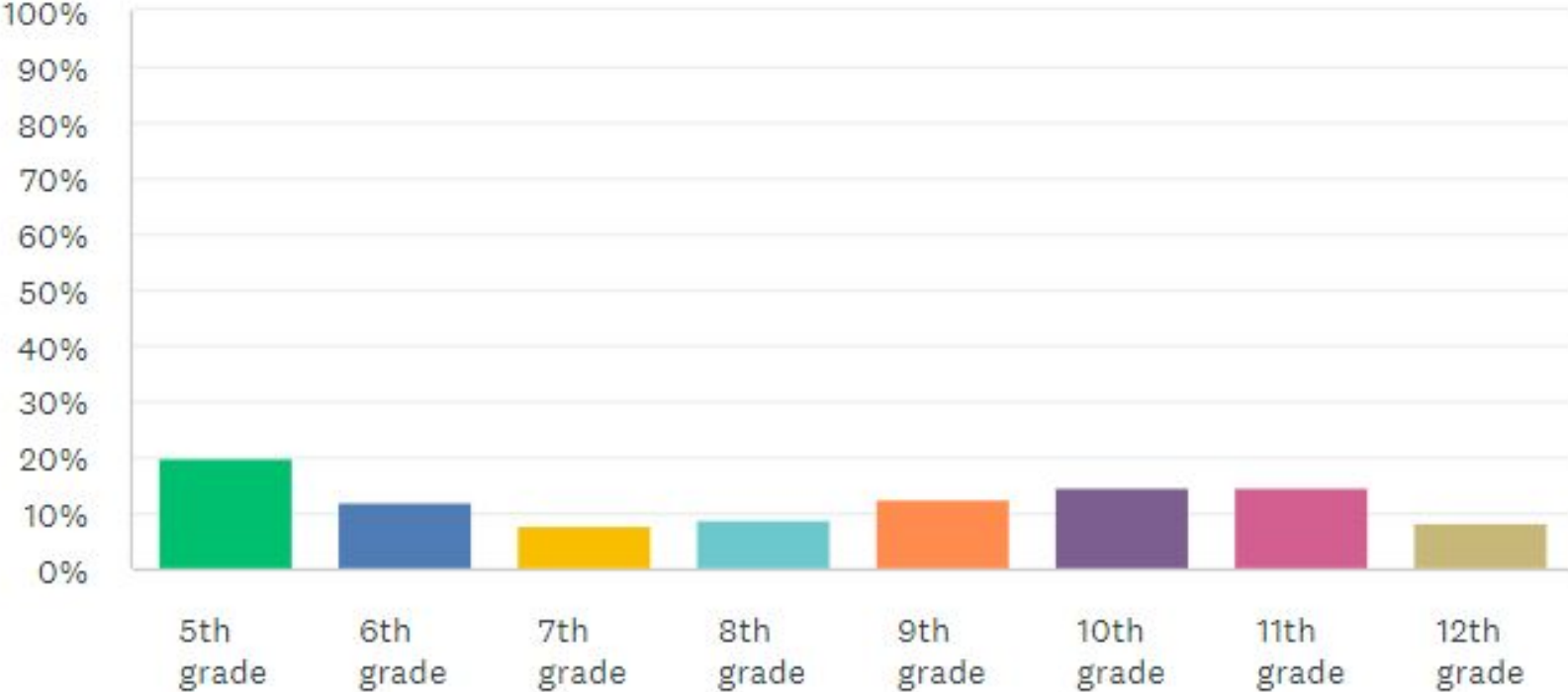


Secondary Student Survey Results: Demographics

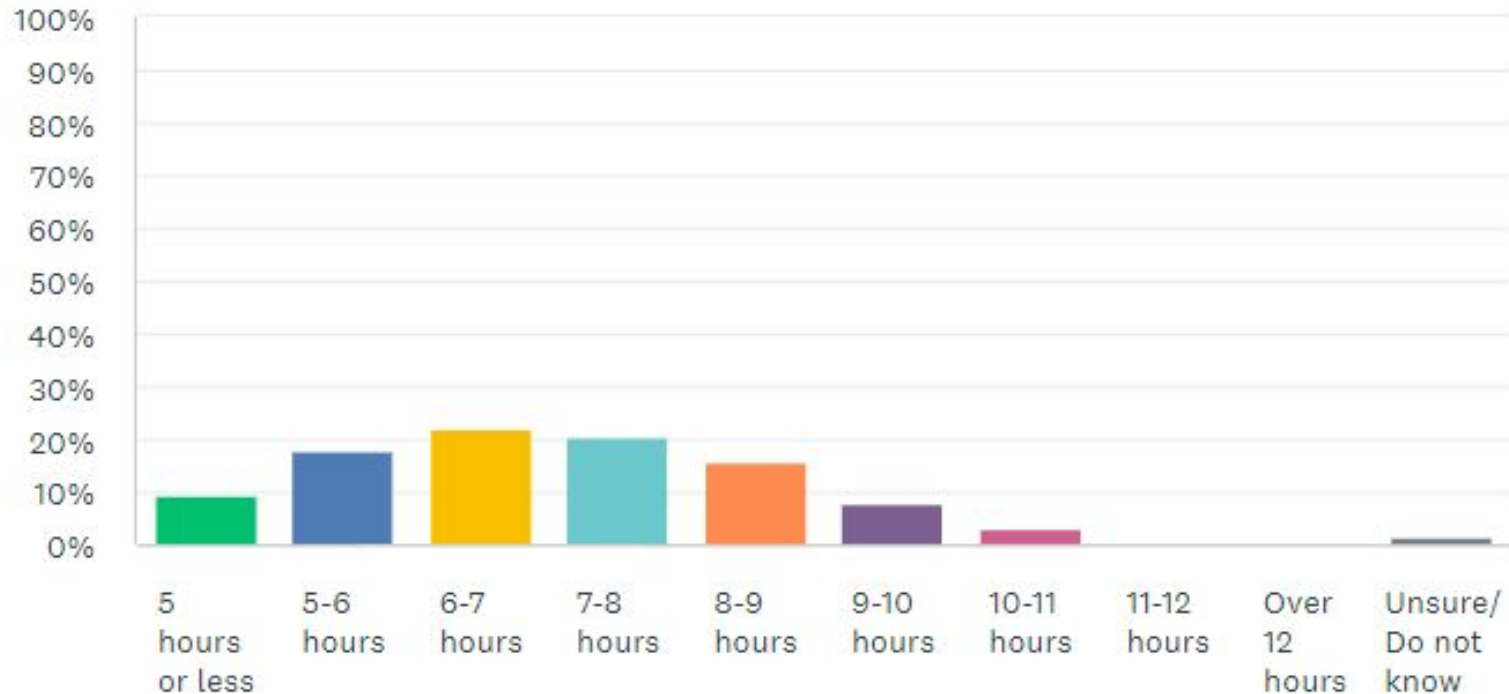
Q7 (Student): What school do you currently attend?



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



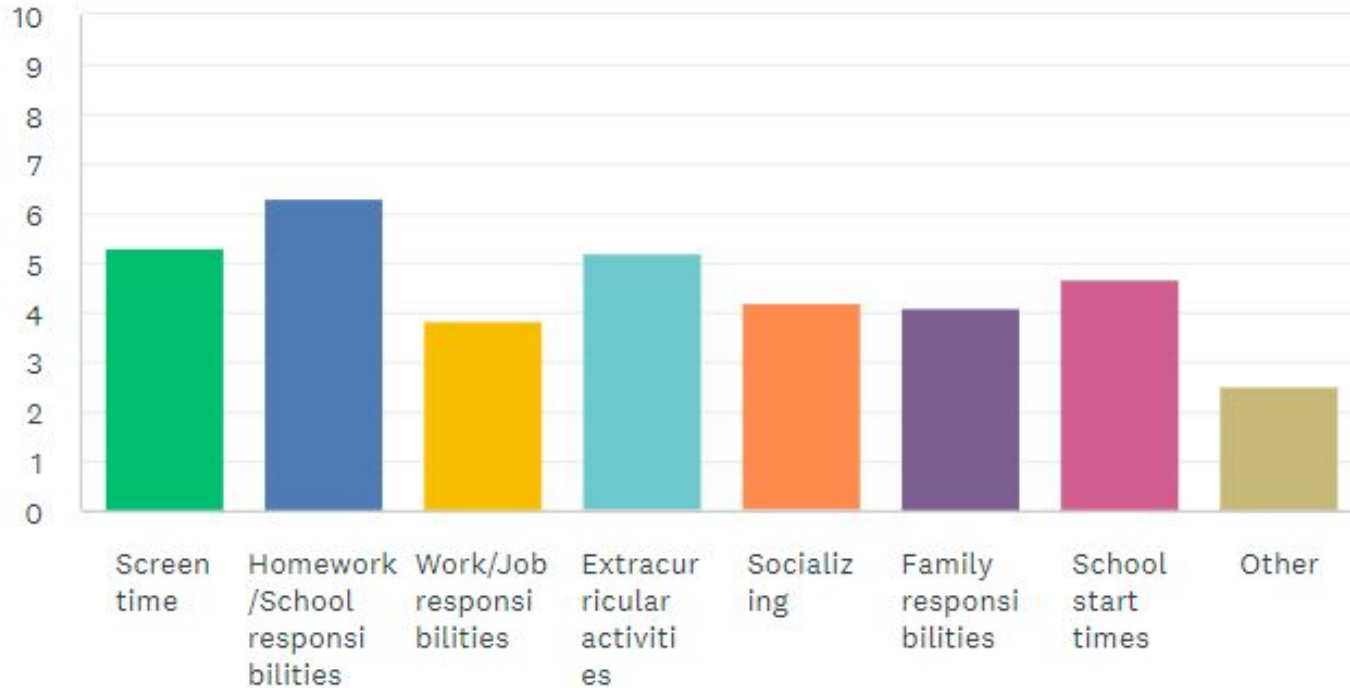
Q9 (Student): How much time do you sleep on an average school night?



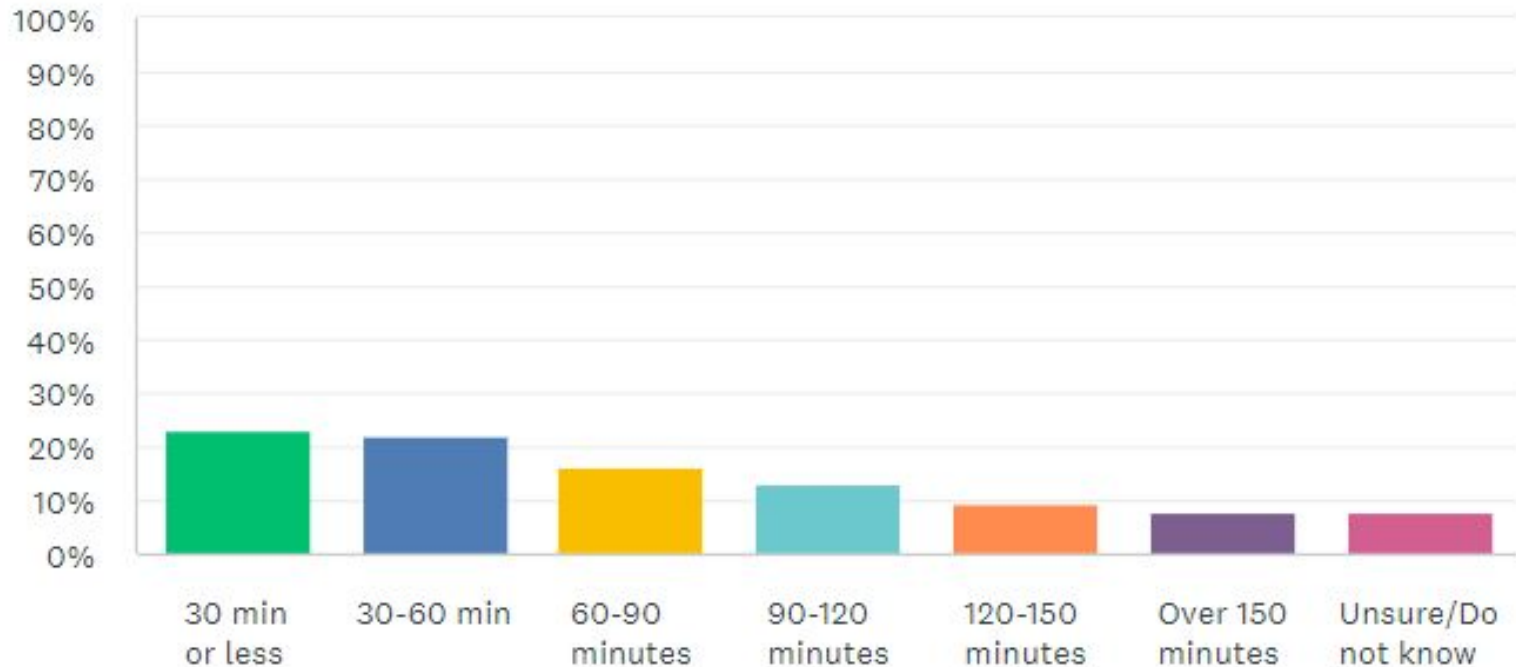


Secondary Student Survey Results: Sleep Information

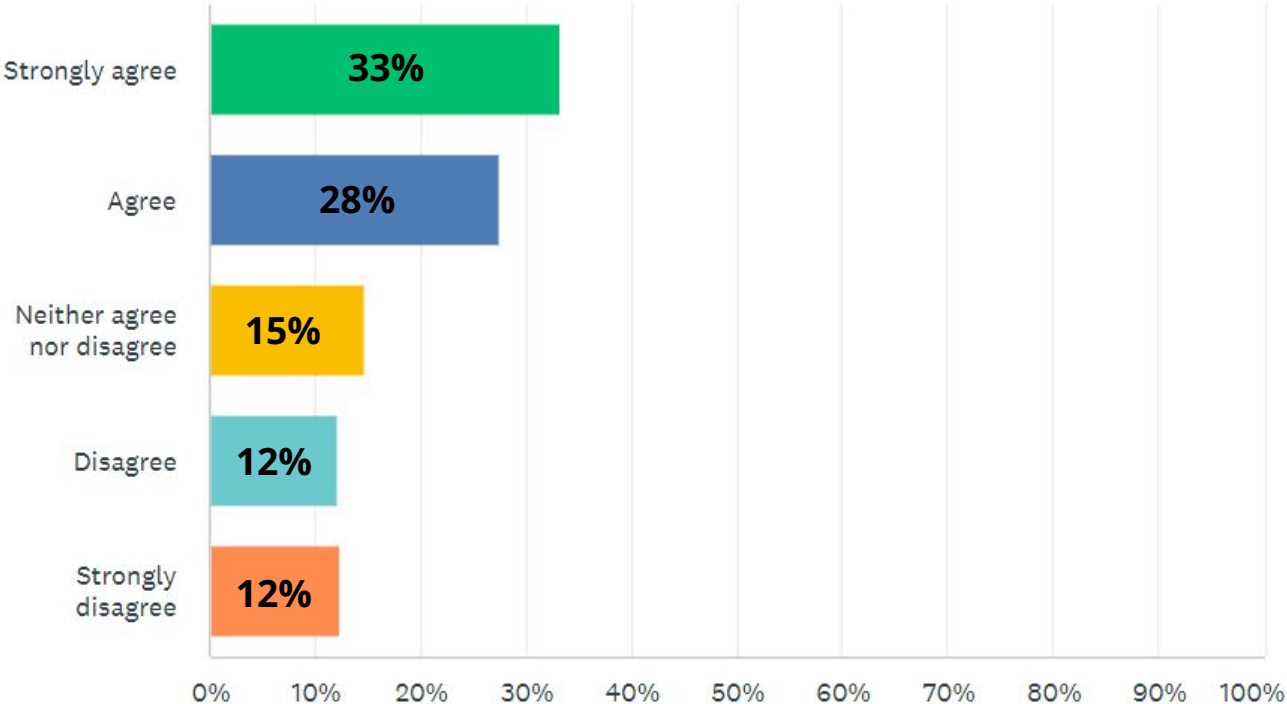
Q10 (Student): Please rank the factors that have the greatest consistent influence on your not obtaining at least 8 hours of sleep on a typical school night.



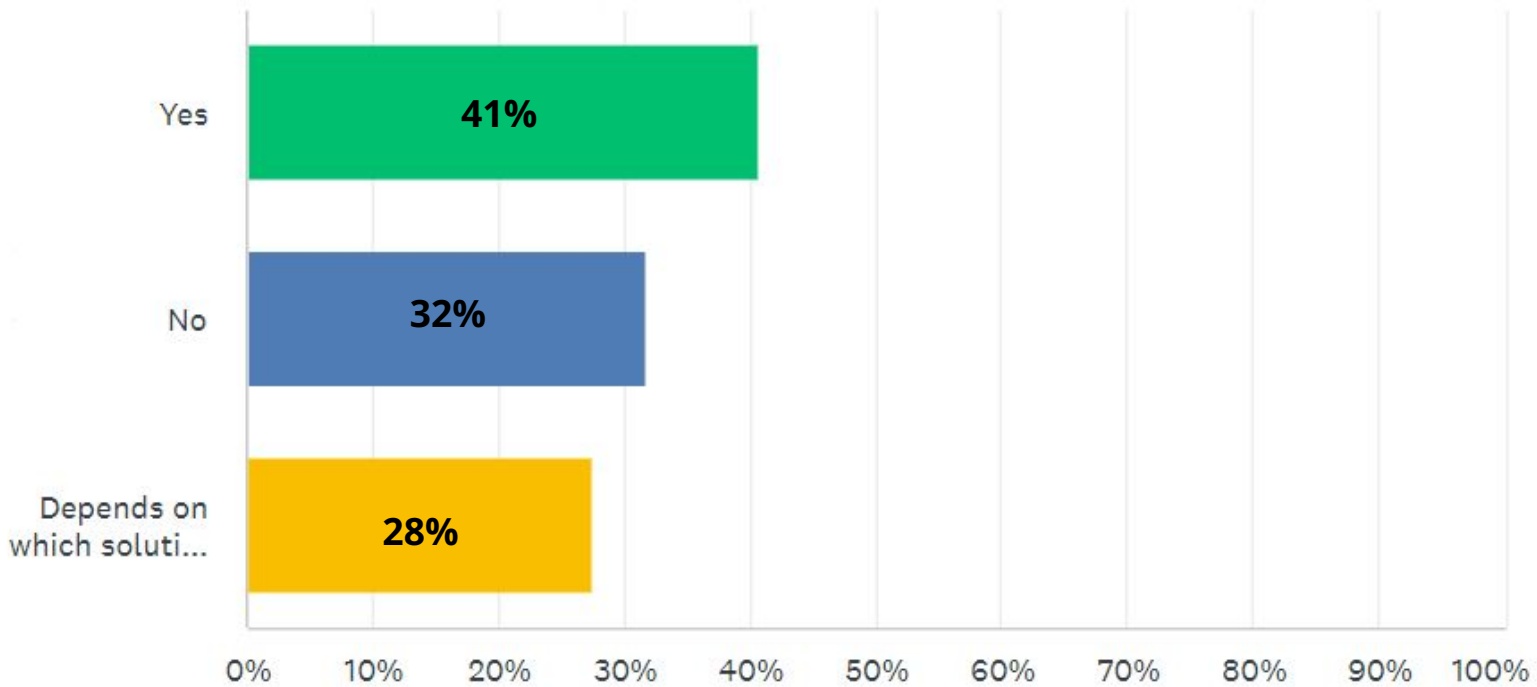
Q12 (Student): How much time do you spend on homework on the average school night?



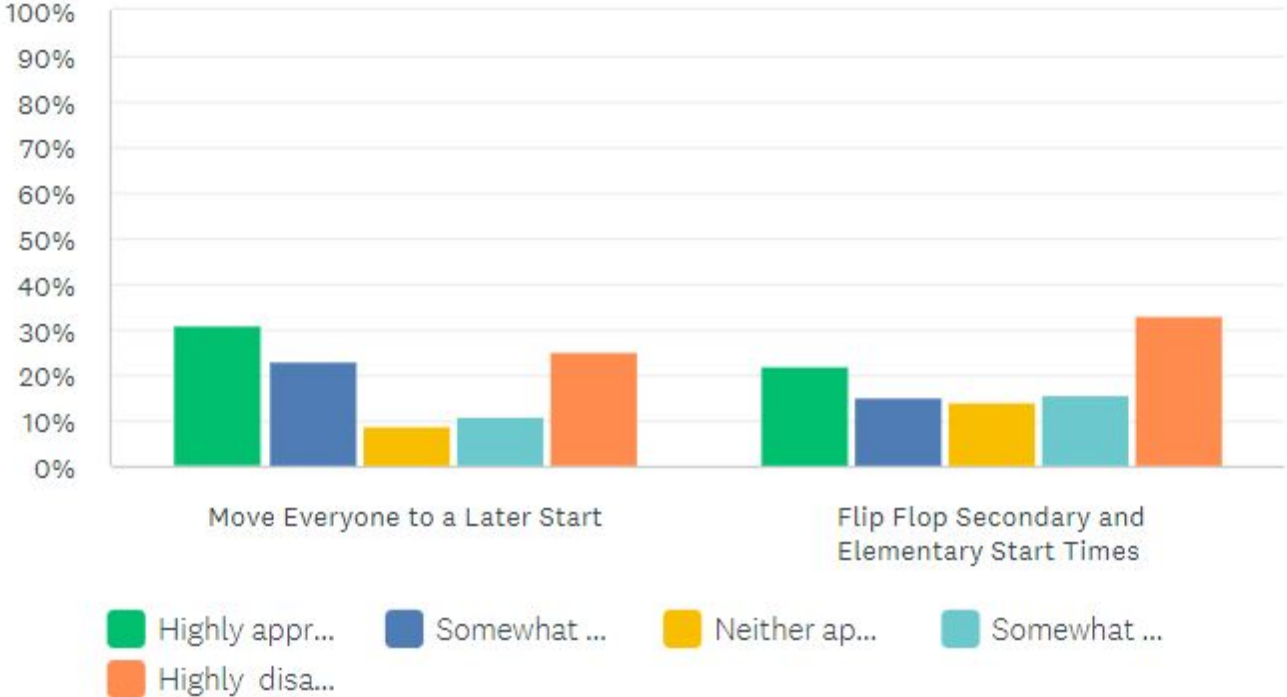
Q14 (Student): A later start time would help insure secondary students receive 8-10 hours of sleep on the typical school night.



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.

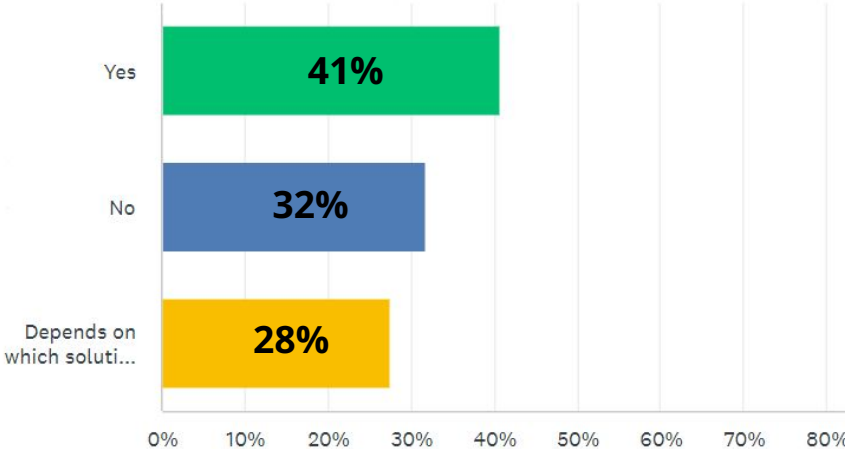




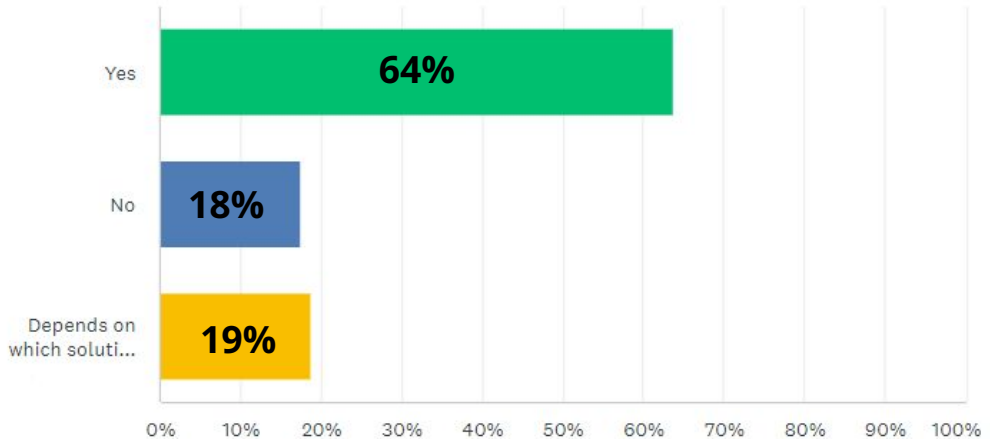
Survey Results: Community & Student Results

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

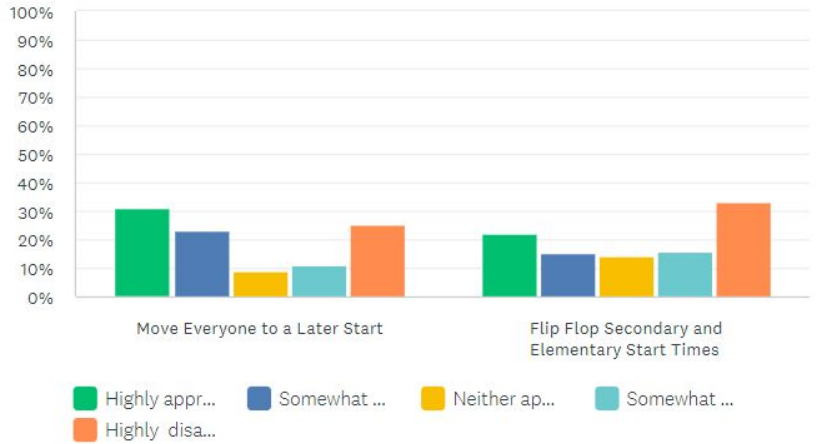


Staff/Community Responses

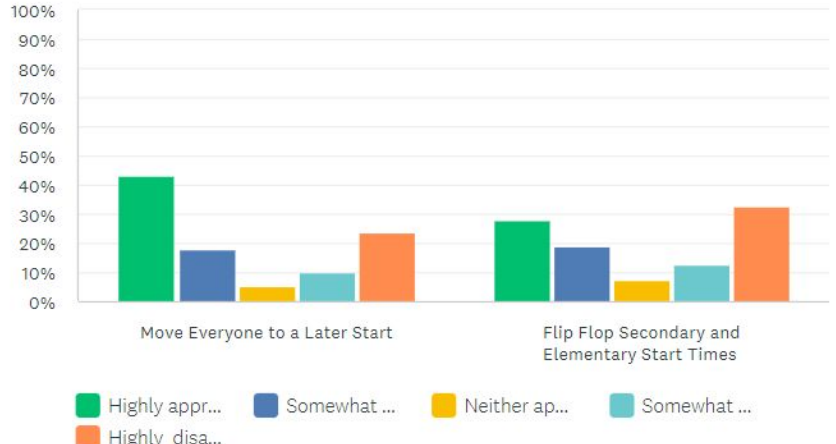


Comparison: Please indicate your level of support for the following start time options.

Student Responses



Staff/Community Responses



Okemos Board of Education - Okemos, Michigan

"Together...Educating with Excellence, Inspiring Each Learner for Life"

RESOLUTION

STAFF APPRECIATION DAY - MAY 2, 2023

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

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

The following preamble and resolution were offered by member _____ and supported by member _____.

WHEREAS, Okemos staff members are committed to the philosophy that all students can learn; *and*

WHEREAS, Okemos staff members support that philosophy by encouraging, motivating, and inspiring all students to achieve their very best; *and*

WHEREAS, Okemos staff members support each other in sharing their expertise and their interest with their students; *and*

WHEREAS, Okemos staff members fill many roles - as listeners, explorers, role models, motivators and mentors; *and*

WHEREAS, Okemos staff members support open communication among administrators, parents, guardians, teachers and students to promote education in the district; *and*

WHEREAS, Okemos staff members prepare students for a global perspective in our rapidly changing world; *and*

WHEREAS, Okemos staff members are involved in addressing educational challenges that will lead to reform in education; *and*

WHEREAS, Okemos staff members actively participate in their communities; *and*

WHEREAS, Okemos staff members are responding to the continuing impacts of the COVID-19 pandemic on education with outstanding commitment to Okemos students and families; and

WHEREAS, the goal of Staff Appreciation Day is to raise local awareness of the important impact that staff members have on the lives of Okemos students; now, therefore, be it **RESOLVED**, that the Okemos Board of Education designates **May 2, 2023** as Staff Appreciation Day and calls on the citizens in the Okemos community to honor those who work with our children and lay the foundation for our democratic society.

All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

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

NAY:

Resolution Adopted.

Jayme Taylor, Secretary

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

Jayme Taylor, Secretary



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

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 have 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

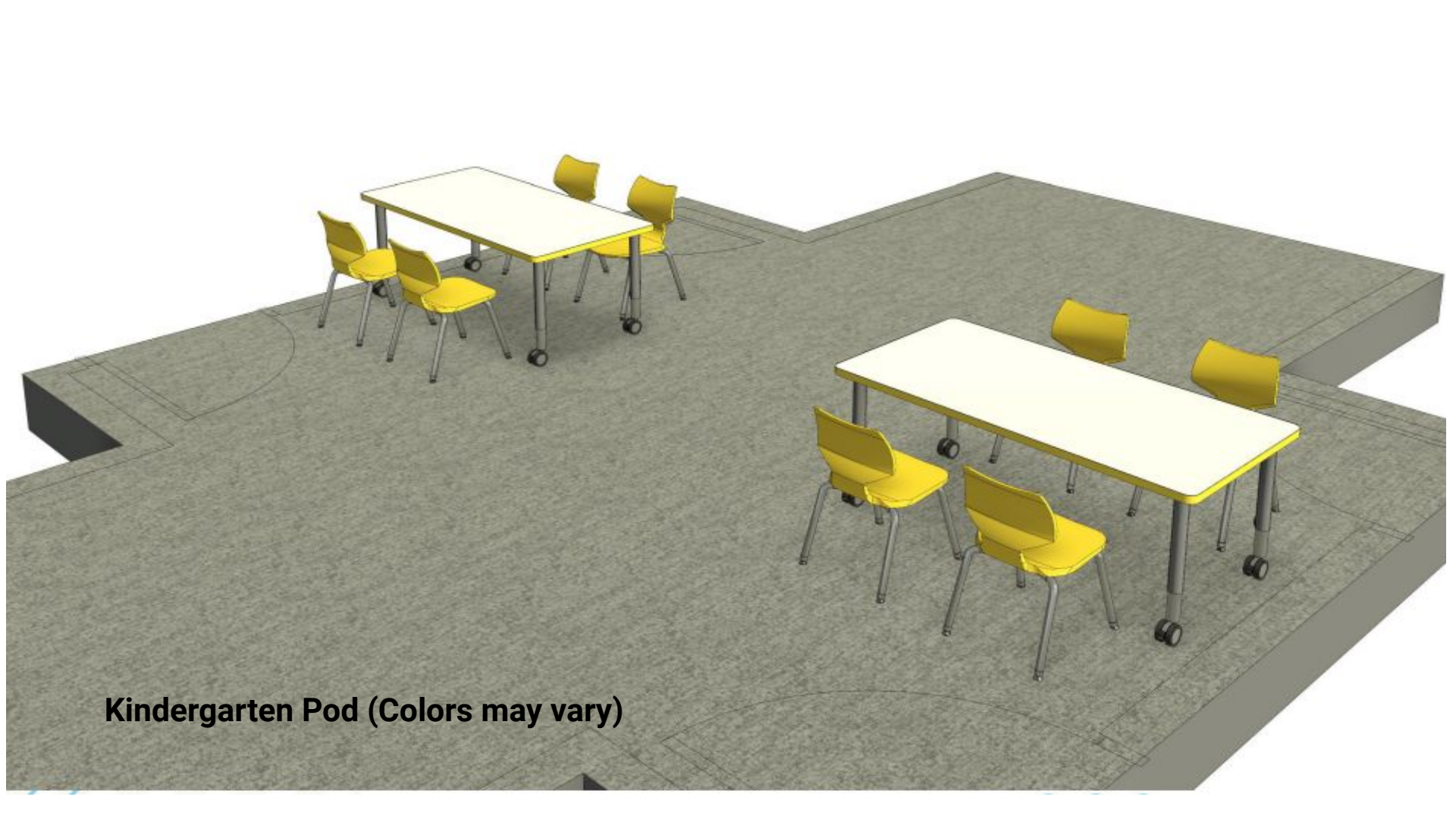
The background is a solid teal color. It features several decorative elements: a large, semi-transparent pie chart in the upper right quadrant; several smaller, semi-transparent pie charts scattered in the upper right and middle right areas; and a bar chart in the bottom right corner with four vertical bars of increasing height from left to right.

Hiawatha Elementary School

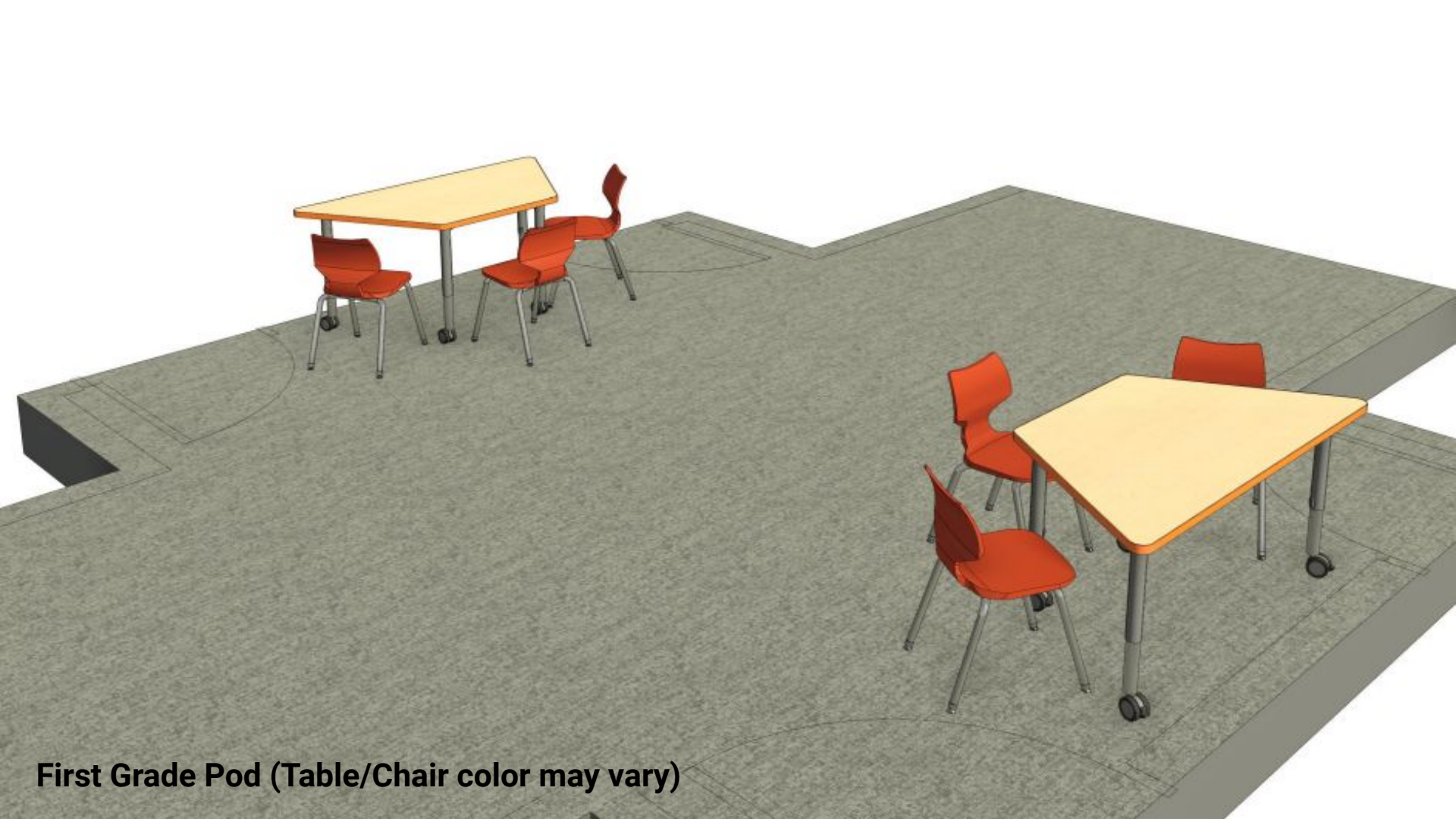
Furniture Recommendations Bond 2019
Board of Education, April 24, 2023



Reception Area (secretary desks to be ordered separately)



Kindergarten Pod (Colors may vary)



First Grade Pod (Table/Chair color may vary)



2nd Grade Pod (Table/Chairs will be green)



3rd Grade Pod (Table/Chairs will be Orange)



4th Grade Pod (Table/Chairs will be Blue)



ELL/SE Purple Pod



K/1 Alcove



3rd Grade Alcove (Orange Stools w/Orange Border)



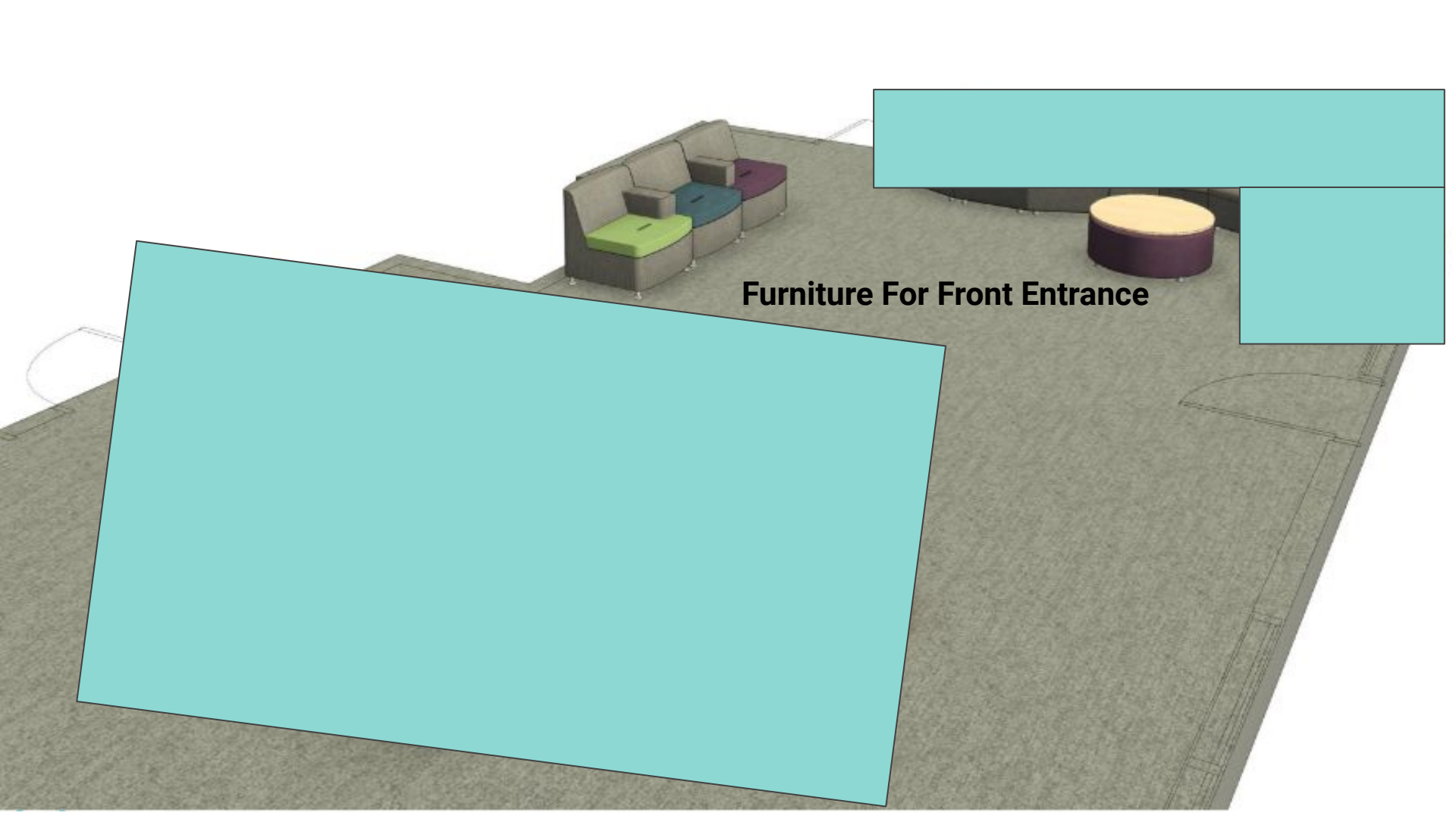
2nd Grade Alcove



3rd Grade Alcove



4th Grade Alcove



Furniture For Front Entrance

Circulation Desk & Spinning Shelves





Budget Summary

	Cost
Grade Level Pods	\$22,478.56
Learning Alcoves	\$19,864.65
Front Office/Reception Area	\$16,486.76
Library	\$14,880.78
Front Entry Way	\$6,362.85
Conference Room	\$9,158.90
Merchandise Total (\$89,232.52) + Shipping/Services (\$7,163.36)	\$96,395.88
Discount	\$(-6,294.94)
Total	\$90,100.94

Visualize your learning space transformation. [Explore virtual tours](#)

Demco

Quote Details

April 16, 2023

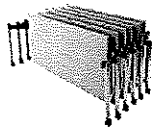
Quote # W310601300	Status Open	Expiration Date May 16, 2023
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Products in Quote



**Mini Mobile Crescent
Table 29"H x 34"
Diameter**
Product # W13653040

Unit Price	Quantity	Extended Price
\$912.73	4	\$3,650.93



**Kite 750 Series Mobile
Table Rectangle 29" x
60" x 30"**
Product # W13684790

Unit Price	Quantity	Extended Price
\$1,093.21	4	\$4,372.85



**Muzo Bebop Stool 1
Color 21"H x 24"
Diameter**
Product # W13761670

Unit Price	Quantity	Extended Price
\$1,173.12	2	\$2,346.23



**Muzo Bebop Stool 1
Color 21"H x 24"
Diameter**
Product # W13761670

Unit Price	Quantity	Extended Price
\$1,173.11	4	\$4,692.45



**Demco FLEXplore Table
- Rect 22-34"H x 60"W
x 30"D**
Product # W13816180

Unit Price	Quantity	Extended Price
\$281.99	4	\$1,127.97



**Demco FLEXplore Table
- Rect 22-34"H x 60"W
x 30"D**
Product # W13816180

Unit Price	Quantity	Extended Price
\$282.00	1	\$282.00



**Demco FLEXplore Table
Trapez 22-34"H x 60"W**

Unit Price	Quantity	Extended Price
\$272.59	4	\$1,090.37

x 30"D

Product # W13816270



Demco FLEXplore Table
Trapez 22-34"H x 60"W
x 30"D
 Product # W13816270

Unit Price
 \$272.60

Quantity
 2

Extended Price
 \$545.19



Demco FLEXplore Table
- Rect 22-34"H x 60"W
x 30"D
 Product # W13816180

Unit Price
 \$282.00

Quantity
 1

Extended Price
 \$282.00



Demco FLEXplore Table
- Rect 22-34"H x 72"W
x 36"D
 Product # W13816210

Unit Price
 \$347.80

Quantity
 2

Extended Price
 \$695.59



Demco FLEXplore Table
Trapez 22-34"H x 60"W
x 30"D
 Product # W13816270

Unit Price
 \$272.59

Quantity
 4

Extended Price
 \$1,090.37

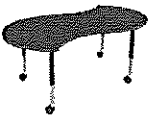


Demco FLEXplore Table
- Gem 22-34"H x 48"
Diameter
 Product # W13816300

Unit Price
 \$292.34

Quantity
 1

Extended Price
 \$292.34



Demco FLEXplore Table
- Twist 22-34"H x 72"W
x 42"D
 Product # W13816280

Unit Price
 \$378.82

Quantity
 1

Extended Price
 \$378.82



MooreCo Hierarchy
Rocker 16"H Seat 30-
1/2x22-3/4x23-5/8
 Product # W13806670

Unit Price
 \$191.75

Quantity
 4

Extended Price
 \$767.01

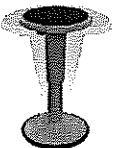


MooreCo Hierarchy
Grow Stool Short 14-
18"H x 13" Diameter
 Product # WH13765330

Unit Price
 \$159.99

Quantity
 4

Extended Price
 \$639.96



MooreCo Hierarchy
Grow Stool Short 14-
18"H x 13" Diameter
 Product # WH13765330

Unit Price
 \$159.99

Quantity
 4

Extended Price
 \$639.96



**MooreCo Hierarchy
Grow Stool Short 14-
18"H x 13" Diameter**
Product # WH13765330

Unit Price
\$159.99

Quantity
4

Extended Price
\$639.96



**JSI Encore 22-1/2
Degree Wide Back
Armless Chr 32x26x29-
Gr C**
Product # W14963140

Unit Price
\$1,139.27

Quantity
3

Extended Price
\$3,417.82

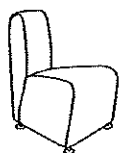


**JSI Encore 45 Deg Wide
Back Armless
Chair 32x26-1/2x29-Gr C**
Product # W12204390

Unit Price
\$1,029.30

Quantity
2

Extended Price
\$2,058.59



**JSI Encore 45 Deg Wide
Front Armless
Chair 32x26-1/2x29-Gr C**
Product # W12204400

Unit Price
\$1,029.30

Quantity
1

Extended Price
\$1,029.30

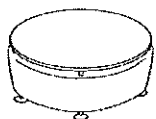


**JSI Encore 22-1/2 Deg
Connect Table w/uph
base/wood top-Gr C**
Product # W12204500

Unit Price
\$809.34

Quantity
2

Extended Price
\$1,618.67

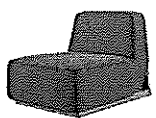


**JSI Encore 36-1/2" Dia.
Round Table w/uph
base/wood top-Gr C**
Product # W12204580

Unit Price
\$1,199.44

Quantity
2

Extended Price
\$2,398.87



**JSI Indie Single Seat
Low Lounge
27Hx27Wx36D-Gr C**
Product # W13836600

Unit Price
\$1,316.00

Quantity
2

Extended Price
\$2,631.99



**Moto Inline Club Chair
w/Left Arm/Cstrs 31-
1/2x30x30-Gr. C**
Product # W13719070

Unit Price
\$1,404.36

Quantity
2

Extended Price
\$2,808.71



**JSI Moto Inline Club
Chair w/Cstrs 30-
1/2Hx30Wx30D-Gr C**
Product # W13718950

Unit Price
\$1,215.42

Quantity
2

Extended Price
\$2,430.83

Unit Price
\$1,404.36

Quantity
2

Extended Price
\$2,808.71



**Moto Inline Club Chair
w/Right Arm/Cstrs 31-
1/2x30x30-Gr C**
Product # W13719010



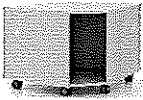
**Jonti-Craft Berries
Chairs 16\"/>**

Unit Price	Quantity	Extended Price
\$96.81	8	\$774.49



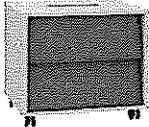
**Demco Kidovation High-
Capacity Book Spinner
57" x 24" x 24"**
Product # W13703380

Unit Price	Quantity	Extended Price
\$1,224.81	3	\$3,674.44



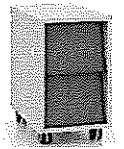
**Demco Mobile 90°
Corner Unit 29-
3/4\"/>**

Unit Price	Quantity	Extended Price
\$2,213.70	1	\$2,213.70



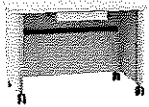
**Demco Mobile Book
Return 29-3/4\"/>**

Unit Price	Quantity	Extended Price
\$2,335.90	1	\$2,335.90



**Demco Mobile Modular
Locking File 29-
3/4\"/>**

Unit Price	Quantity	Extended Price
\$1,908.20	1	\$1,908.20



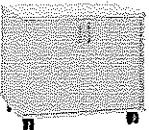
**Demco Mobile Modular
Desk Pencil Drawer
3\"/>**

Unit Price	Quantity	Extended Price
\$393.86	1	\$393.86



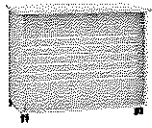
**Demco Mobile Modular
Circ Desk Standard Unit
32\"/>**

Unit Price	Quantity	Extended Price
\$2,028.52	1	\$2,028.52



**Demco Mobile
Unit/Locking Door 29-
3/4\"/>**

Unit Price	Quantity	Extended Price
\$2,215.58	1	\$2,215.58



**Demco Mobile Modular
Circ Desk Standard Unit**
39"Hx48"Wx30"D
Product # W13790150

Unit Price
\$2,215.58

Quantity
1

Extended Price
\$2,215.58



**Smith Systems Flavors
Stacking Chair 14\"H**
Platinum
Product # W13820540

Unit Price
\$109.03

Quantity
8

Extended Price
\$872.25



**Smith System Groove
Stack Chair 18\"H**
Chrome
Product # W13820450

Unit Price
\$119.37

Quantity
13

Extended Price
\$1,551.82



**Mega Tower w/Door &
Shelves**
Product # W13785930

Unit Price
\$1,444.78

Quantity
1

Extended Price
\$1,444.78



**Smith Systems Flavors
Stacking Chair 16\"H**
Chrome
Product # W13820340

Unit Price
\$124.07

Quantity
8

Extended Price
\$992.57



**Mega Tower w/Door &
Shelves**
Product # W13785930

Unit Price
\$1,444.78

Quantity
1

Extended Price
\$1,444.78



**Smith System Groove
Stack Chair 18\"H**
Chrome
Product # W13820450

Unit Price
\$119.37

Quantity
12

Extended Price
\$1,432.45



**Mega Tower w/Door &
Shelves**
Product # W13785930

Unit Price
\$1,444.78

Quantity
1

Extended Price
\$1,444.78



**Mega Tower w/Door &
Shelves**
Product # W13785930

Unit Price
\$1,444.78

Quantity
1

Extended Price
\$1,444.78



**Smith Systems Flavors
Stacking Chair 16\"H**
Chrome
Product # W13820340

Unit Price
\$124.07

Quantity
9

Extended Price
\$1,116.64



Mega Tower w/Door & Shelves
Product # W13785930

Unit Price
\$1,444.78

Quantity
2

Extended Price
\$2,889.55



Mega Tower w/Door & Shelves
Product # W13785930

Unit Price
\$1,444.78

Quantity
2

Extended Price
\$2,889.55



Mega Tower w/Door & Shelves
Product # W13785930

Unit Price
\$1,444.78

Quantity
1

Extended Price
\$1,444.78



**Smith Systems Flavors Stacking Chair 14\"
Chrome**
Product # W13820330

Unit Price
\$119.38

Quantity
1

Extended Price
\$119.38



**Mobile Bookcase 4 Shelf
3 Adj 55\"
18\"D**
Product # W13822910

Unit Price
\$675.86

Quantity
2

Extended Price
\$1,351.71

Quote Summary

Merchandise Total at List \$89,232.52
 Contract Savings -\$6,018.94
 Sale/Discount Savings -\$276.00
 Shipping \$7,163.36
 Tax \$5,406.06
Total \$95,507.00

CONTRACT USED
CTL003

Ship To
Nicole Beard
Hiawatha Elem School
1900 Jolly Rd
Okemos, MI 48864

Bill To
Hiawatha Elem School
1900 Jolly Rd
Okemos, MI 48864

OKEMOS PUBLIC SCHOOLS

GASB 96 Impact to Budgeting

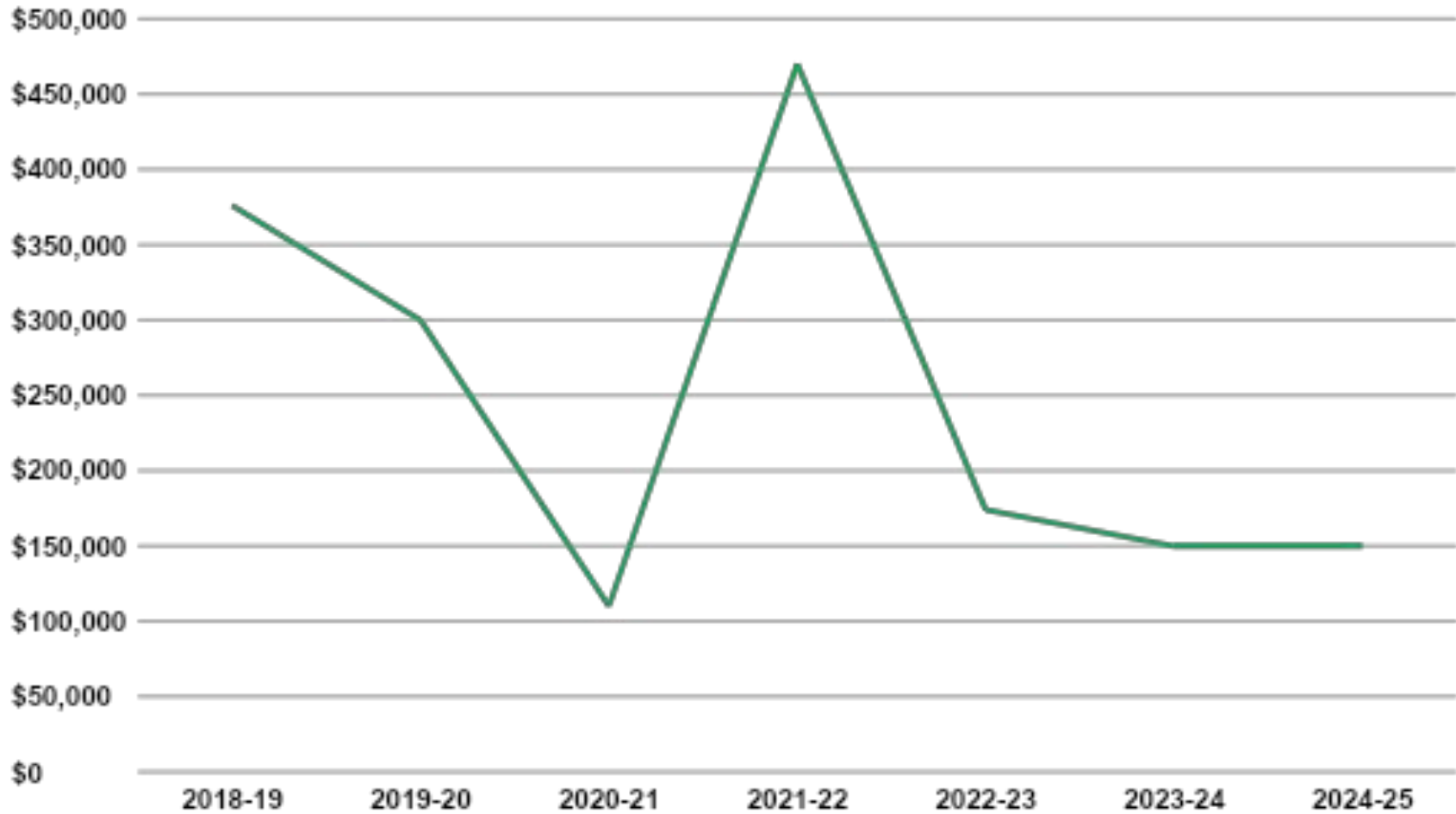
Board Meeting of April 24, 2023

GASB 96 Impact

GASB #96: Subscription Based Information Technology Agreements (SBITA)

- Government Accounting Standards Board
- Organization that sets rules for generally accepted accounting principles (GAAP) for Government Entities
- Rules are constantly reviewed and updated as needed
- Impact to 2022-23 budget & future budgeting for textbook/curriculum subscriptions

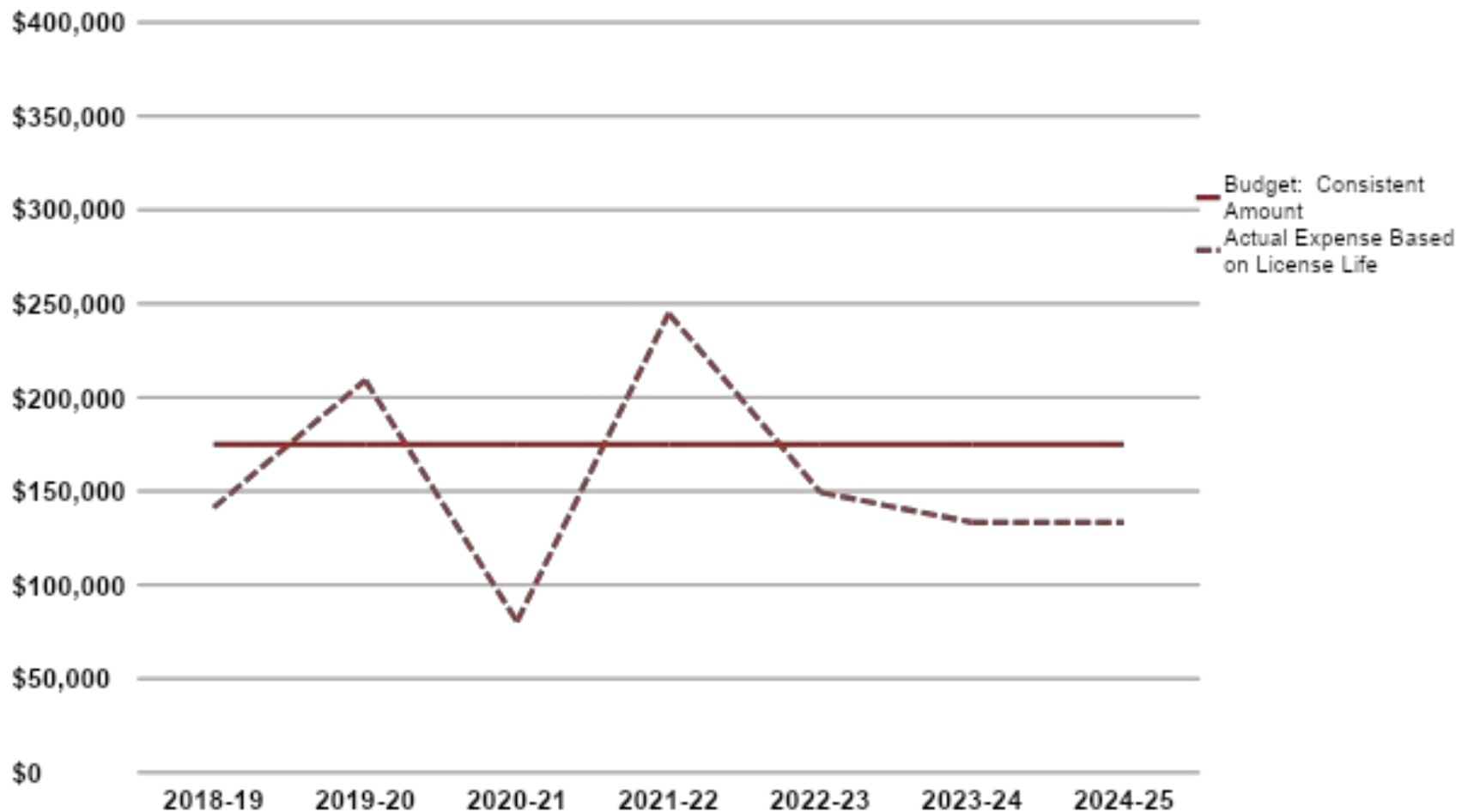
Textbook Budgeting, K-8 Expense in Year of Purchase



Textbook Budgeting, K-8

Budget & Actual: Expense Over License Life

Carryover Excess for Future Years



GASB #96: Subscription Based Information Technology Agreements (SBITA): IMPACT

July 1, 2022 & beyond Subscriptions expensed in year of purchase

Budget:

K-8 = \$175,000

9-12 = \$100,000

**Prior Year Purchases
(spread over license
length)**

Restatement of fund balance, \$632,827

2021-22 Ending Fund Balance \$8,677,164

2022-23 Beginning Fund Balance \$8,044,337

2022-23 Preliminary Revised Budget #2

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

	Most Likely
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 Budget Revisions, Preliminary

	Adopted Budget	Revisions	Revised Budget
Operational Surplus/(Deficit)			
Total Revenues	\$64,215,680	\$681,769	\$64,897,449
Total Expenses	(63,961,902)	(4,360)	(63,966,262)
Fund Balance Effect	\$253,778	\$677,409	\$931,187
Beginning Fund Balance	\$8,677,164	(\$632,827)	\$8,044,337
Ending Fund Balance	\$8,930,942	\$44,582	\$8,975,524
	14.0%		14.0%

On-going = \$745,014

One-time = \$186,173

OKEMOS PUBLIC SCHOOLS
John J. Hood, Superintendent

TO: Board of Education

FROM: John J. Hood

DATE: April 20, 2023

RE: School of Choice

This is the time of year that the school of choice process for the Okemos Public Schools, as well as all other districts throughout Ingham County, is initiated. On Monday, April 24th, we will discuss potential school of choice vacancies to be advertised in the Lansing State Journal on May 21, 2023. The 15-day window for accepting applications is June 1-15.

The following data was considered and guided administrations' review:

- "Move-up" enrollments (K-12)
- Feedback from parent commitments in process (K-4)
- In-district transfer requests - preliminary
- Out-of District Employee requests for enrolling children - preliminary
- Thresholds established in the In-District Transfer regulations
- Projected class sizes

A "working" document is included for you which contains preliminary enrollment information in grades K-12. Projected class sizes for grades K-4 are detailed on the working document, and secondary grades are approximately as follows: 5th grade = 29; 6th grade = 30; 7th grade = 28; 8th grade = 28. As you are aware, we are very efficient at the high school and class sizes in the core curricular areas are generally in the 25-29 range. The purpose of advertising at least one vacancy at each grade level is to accommodate Okemos families who have moved out of the district during the school year, as well as siblings, if possible.

Prior to Board action at the next meeting of the Board of Education, we will recommend a specific number of openings for begindergarten and/or kindergarten vacancies. Elementaries are in the process of having their kindergarten round-ups. Further, we will continue to monitor enrollments and sections, especially at the elementary level due to our capacity issues. Therefore, the listed openings may be adjusted to reflect actual enrollment information generated from in-district transfer requests, "out-of-district" employee requests and updated family commitment information. Our recommendations will not result in hiring additional teaching staff, but will be used to "fill the gaps" in our existing program.

After reviewing and analyzing current enrollments, the administration is recommending the following number of openings to be advertised for school of choice, recognizing this is the minimal number that must be accepted:

Beginnergarten/Kindergarten = 1 opening

1st grade = 8 openings

2nd grade = 5 openings

3rd grade = 4 openings

4th grade = 8 openings

5th - 12th grades = 1 opening per grade

We will continue to monitor and confirm enrollments over the next few weeks and provide the Board an update should the recommendation change. If you have specific questions, I would be happy to follow up individually with you.

Okemos Board of Education Work Sessions

Topics Discussed - Planning Members

Strategic and Budget Priorities- Two BOE members, John, Stacy
Thursday, May 11th 6-9 pm

Goals:

- Board and Administration will discuss strategic planning and identify key initiatives for the 2023-24 school year,
- Board and Administration will discuss budget priorities for consideration for the 2023-24 school year; BOE will consider input in a “homework” prioritization

Governance/Policies - Policy Committee, John

Set Date (June)

Goal: Establish a process and timeline for adoption of Thurn policies that has consensus support from the BOE

BOE Presentations/Calendar- Two BOE members, John, Stacy

Set Date (Summer)

Goal: Establish the BOE calendar for the upcoming school year that includes identified presentations and work sessions in alignment with the strategic/equity plans.

Superintendent Committee

Data Presentation Evolution - DEIAC Members, John, Stacy, Lara

Set Date

Goal: Craft an updated, informed approach to sharing district data with the BOE/community that reflects an equity focused mindset that values the paths of all students.

Note: BOE discussed shortening regular meetings, replacing meetings or adding additional meetings as ways to establish work sessions.