

Board of Education Mary Gebara President, 2023-2024	Okemos Public Schools <a href="mailto:board@okemosk12.net">board@okemosk12.net</a> <a href="http://okemosk12.net">http://okemosk12.net</a>	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, May 20, 2024**

**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.

**Recognition - Student Representatives (5 Min)**

The board will recognize and express appreciation to the 2023-2024 Okemos High School Student Representatives to the School Board.

**DISCUSSION MOVED FORWARD: Unballoted Bond**

Finance Director Elizabeth Lentz will provide information regarding a possible unballoted bond the district may want to pursue.

**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.

### **2023-2024 Amended Budget**

As required by law, the 2023-2024 Budget was approved by the board of education in June. Throughout the year the budget is revised to reflect an update in revenue and expenditures. The board reviewed the proposed 2023-2024 budget revisions during its meeting on May 13, 2024.

That the board approve the amended 2023-2024 Budget. (Roll Call Vote).

### **Board Policy First Reading**

The board's policy committee has been engaged in the implementation process of Thrun's board policies. The committee is submitting several policies that have been reviewed and/or revised: 3202 Budgets and Truth in Budgeting/Taxation

The committee is recommending a July 1st effective date for these policies. Policies given first reading by the board are posted on the district website for thirty days for public review. Policies not given first reading are returned to the committee for further review and editing.

That the board waive the reading and adopt first reading of board policies: 3202 Budgets and Truth in Budgeting/Taxation.

### **Administrator Contracts**

Each administrator is evaluated annually. The contract between the board and administrators provides that based upon satisfactory evaluation and other criteria, an administrator's contract shall be extended an additional year, not to exceed a total contract term of two years.

That the board extend the following administrator contracts through June 30, 2026 That the board extend the following administrator contracts through June 30, 2026 Joe Corr - Principal at Hiawatha Elementary; Allison Cironi - Assistant Principal at Okemos High School; Ken Hintze - Athletic Director at Okemos High School; Dan Kemsley - Principal at Okemos High School; Jody Noble - Principal at Chippewa Middle School; Tracy Ojerio - Principal at Cornell Elementary; Heather Pricco - Director of Special Education; Andre Ridley - Assistant Principal at Chippewa Middle School; Sara Roland - Assistant Principal at Kinawa; Lauren Schefke - Principal at Bennett Woods Elementary; Joe Schmidt - Assistant Principal at Okemos High School; Steve Stierley - Principal at Kinawa; and Kelly Sundeen - Principal at Central Montessori (Roll Call Vote).

### **Amendment to Assistant Superintendent Contract**

The superintendent has evaluated the performance of the Assistant Superintendent of Instruction and found them to be highly effective.

That the board amend the contract of Assistant Superintendent Stacy Bailey to extend their dates of employment through June 30, 2027.

### **Secure Gun Storage Resolution**

The board reviewed a proposed resolution regarding Secure Gun Storage.

That the board waive the reading and adopt the resolution directing the superintendent to include secure gun storage information in Student-Parent Handbooks; to create a parent letter explaining the importance of secure gun storage; and to continue working with law enforcement, health agencies and others to increase efforts to inform community members regarding secure storage (Roll Call).

## **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.

### **Textbook/Curriculum Recommendations (15 Min)**

Assistant Superintendent Bailey will present the new textbook recommendations for 2024-2025. It is not assumed that funds will be available in the general fund to purchase textbooks. The recommendations include:

- AP Biology
- AP Environmental Science
- Precalculus Honors
- Physical Science
- World History
- AP Psychology

### **24-25 Budget Development**

The board will continue its discussion regarding the development of the 2024-2024 budget.

### **Board Book Study**

The board will discuss the next chapters of The Human Side of School Change as part of their book study.

## **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**

# **OKEMOS PUBLIC SCHOOLS**

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**Capital Projects Funding  
Energy Savings Projects**




**Board Meeting of May 20,2024**

# Guiding Principles - February 9, 2022

- Support the implementation of the OPS vision, mission, values and equity plan.
- Allow flexibility for future changes in enrollment, funding and government mandates.
- Promote decisions as a good steward of taxpayer dollars; ensure financial stability of the district and tax implications for the citizens of Okemos.
- Promote optimal utilization of school buildings/facilities for our children, families, staff and community.
- Maintain a commitment to listen to those who are willing to share their input and consistently and transparently share available information for data driven decisions.
- These guiding principles and this bond proposal will serve as the foundation of a long-term master plan for Okemos Public Schools.
- Provide facilities and grounds that are reflective of the high expectations of the community and are representative of the district's reputation



## Capital Project Funding Methods

- General Fund / Capital Projects Fund 
- Sinking Fund 
- Voted Bonds 
- Non-Voted Bonds
  - Including Non-Voted Energy Conservation Bonds

 - *implemented in the Okemos Public Schools*

## Comparison of Capital Project Funding Methods

	Voted Bonds	Non-Voted Bonds	Energy Conservation Non-Voted Bonds
<b>Usage allowability</b>	Least Restrictive of uses except cash, cannot be used for repairs		Limited to Energy Conservation Improvements
<b>Process before Bond Sale</b>	Community approval for amount & uses	BOE authorizing resolution	BOE authorizing resolution for allowable energy savings improvements to be financed
<b>Legal Debt Margin</b>	State Qualified are exempt; else limited to 15% of SEV less non-voted	Limited to 5% of SEV	Exempt
<b>How paid down?</b>	Annual debt millage rate levy	May be paid from GF, Energy Savings, SF if all projects are eligible	
<b>Additional Reporting</b>	n/a	n/a	5 Yrs w/State - annual measurement & verification

## **Non-Voted Bonds Financial Availability**

- Limited to 5% of SEV = \$8,445,000
- Energy conservation bonds are exempt from limitation

# Energy Savings Projects

## Guaranteed Energy Savings Performance Contracting (ESPC)

- Energy Savings Company guarantees a certain level of energy costs savings
- Non-voted bond is structured to match annual energy savings
- Types of Energy Conservation Measures
  - Modernization of HVAC Systems
  - Energy Managements Systems
  - Building Envelope - roofs, windows
  - LED Lighting/Electrical Upgrades
  - Water Conservation - low flow devices

## Non-Voted Bonds - Energy Conservation Improvement Example

<b>Year</b>	<b>Estimated Annual Energy Savings</b>	<b>Bond Payment Principal &amp; Interest</b>	<b>Difference</b>
1	\$100,000	\$75,000	\$25,000
2	\$200,000	\$180,000	\$20,000
3	\$200,000	\$180,000	\$20,000
4	\$200,000	\$180,000	\$20,000
5	\$200,000	\$180,000	\$20,000

# Michigan Process - Timeline



## Summary

- Non-Voted Bonding Capacity up to \$8,445,000
- Proposed Energy Savings \$150-\$200,000/yr
- Project Size \$3-\$3,500,000
- No Impact to General Fund
- Aligns with adopted BOE Guiding Principles for long range planning
- Alleviates Pressure on 2022 Bond Projects/Sinking Fund
- District will pursue proposal for consideration by BOE

**Questions?**

To: John Hood, Superintendent  
Board of Education  
From: Elizabeth Lentz, Executive Director of Finance  
Subject: 2023-24 Budget Revision #2  
Date: May 10, 2023

Following a thorough review and analysis of the most recently adopted 2023-24 budget, revisions are necessary to accurately reflect updated expenditure and revenue projections. The following highlights significant areas of revision:

- Special Education revenue distributed by Ingham ISD was increased by \$174,000. These SE Funds are distributed in accordance with the SE Funding Formula as outlined in the ISD SE Plan. Of the increase, the full \$174,000 represents one-time revenue sources that will not repeat in 2024-25.
  - In recent years there was not a budget for interest income from investments. With the initial budget revision in December, we were able to add a budget of \$120,000 after many years with very little interest earned. After analyzing additional months of earnings, we are able to add an additional \$40,000 to the budget for total annualized interest revenue of \$160,000.
  - The blended enrollment for 2023-24 decreased by approximately 11.9 FTE primarily due to fewer students enrolled at graduation alliance than in prior years. Foundation dollars were reduced by \$113,968 for this reduction in FTE.
  - The 2023-24 State Aid Act included for the first time a one-time funding source for general education transportation. The calculation was based on prior year costs as well as the number of riders per square miles. The budget was revised to include the allocation for Okemos of \$338,120.
  - The budget placeholder for future expenditures that are currently being funded by COVID relief grants was removed from the 2023-24 budget for a one-time savings of \$415,765.
  - State and Federal grants were adjusted to reflect new grants awarded since the budget revision, revised allocations and/or updated spending plans for 2023-24. Expenditures for these grants were adjusted as well, making this “budget neutral.”
  - The State Aid grant which provided funds for new or replaced mental health staff was again expanded to include new hires made in 2023-24. The grant provides for 33% funding of the budgeted expenditures for eligible staff. The budget was increased by \$95,463 to account for the expanded grant award.
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- \$250,500 was added to the operations budget based on current expenditures. Increases relate to continued environmental concerns as well as increased service needs for our mechanical systems throughout the district. In 2022-23 we had similar expenditure usage and had talked with the Board about monitoring to see if the increase was a one-time issue or on-going need. With the age and functionality of our current mechanical systems we believe most of the increased cost will continue for future years until we are able to upgrade aging systems.
- The Early Childhood Special Education Teacher Consultant position was never able to be filled in 2023-24. Expenditures were reduced by \$54,279 for a one-time savings.
- The budget was reduced by \$72,170 to account for a change in enrollment and costs related to offering childcare services.
- Field trip transportation revenue was increased by \$35,000 to account for current usage. However, fuel expenses increased by the same amount, resulting in a budget neutral adjustment for transportation.
- Utilities expenditures were increased by \$167,500 to reflect current year usage and additional costs of services.
- Other minor adjustments were made to reflect revenue sources and spending trends more accurately.

#### **Impact on Operating Surplus, Fund Balance**

- Revenue and expense changes resulted in a revised budget of \$497,332 revenues over expenditures.
- The projected ending fund balance for 2023-24 is \$10,298,963 which is 14.6% of expenditures.

The proposed revisions to the 2023-24 general fund budget reflect a more fact-based understanding of projected revenue and expenditure activity.

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**Okemos Public Schools**  
**General Fund Budgetary Comparison Schedule**  
**Year Ended June 30, 2024 as of December 2023**

	<u>2023-24 Budget Revision- Dec</u>	<u>2023-24 Proposed Budget Revision #2</u>	<u>Impact of Change</u>
<b>REVENUES:</b>			
Local sources	\$ 17,674,698	\$ 18,005,848	\$ 331,150
State sources	49,201,274	49,721,163	519,889
Federal sources	2,902,447	2,938,092	35,645
Total revenues	<u>69,778,419</u>	<u>70,665,103</u>	<u>886,684</u>
<b>EXPENDITURES:</b>			
Instruction:			
Basic programs	32,633,828	32,678,096	(44,268)
Added needs	9,108,087	9,182,172	(74,085)
Total instruction	<u>41,741,915</u>	<u>41,860,268</u>	<u>(118,353)</u>
Supporting services:			
Pupil	5,671,560	5,532,599	138,961
Instructional staff	3,269,571	3,422,328	(152,757)
General administration	815,530	815,530	-
School administration	4,413,926	3,950,325	463,601
Business	945,958	945,958	-
Operations and maintenance	5,479,698	5,885,659	(405,961)
Transportation	1,354,906	1,389,906	(35,000)
Central	2,109,183	2,244,380	(135,197)
Athletics	882,227	882,227	-
Total supporting services	<u>24,942,559</u>	<u>25,068,912</u>	<u>(126,353)</u>
Facilities Construction/Improvement	198,631	198,631	-
Community services	3,096,551	3,260,997	(164,446)
Total Expenditures	<u>69,979,656</u>	<u>70,388,808</u>	<u>(409,152)</u>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENDITURES</b>	<u>(201,237)</u>	<u>276,295</u>	<u>477,532</u>
<b>OTHER FINANCING SOURCES (USES):</b>			
Transfers in	\$ 80,000	\$ 80,000	\$ -
Other Financing Sources	-	31,050	31,050
Transfers out	-	-	-
Other Financing Uses	-	11,250	(11,250)
Total other financing sources (uses)	<u>80,000</u>	<u>99,800</u>	<u>19,800</u>
<b>NET CHANGE IN FUND BALANCE</b>	<u><u>\$ (121,237)</u></u>	<u><u>\$ 376,095</u></u>	<u><u>\$ 497,332</u></u>
<b>FUND BALANCE, UNASSIGNED:</b>			
Beginning of year	9,922,868	9,922,868	-
End of year	<u><u>\$ 9,801,631</u></u>	<u><u>\$ 10,298,963</u></u>	<u><u>\$ 497,332</u></u>

**Okemos Public Schools  
General Operating Fund  
2023-24 Proposed Budget Revision**

	<b>2023-24 Revised Budget</b>	<b>2023-24 Revised Budget #2</b>	<b>Impact of Change</b>
<b>Revenues</b>			
Local	12,663,698	12,831,848	168,150
State	49,201,274	49,721,163	519,889
Federal	2,902,447	2,938,092	35,645
Transfers - ISD	5,011,000	5,174,000	163,000
Other Financing Sources	80,000	111,050	31,050
<b>Total Revenues</b>	<b>69,858,419</b>	<b>70,776,153</b>	<b>917,734</b>
<b>Expenditures</b>			
Elementary Instruction	9,941,846	9,970,782	(28,936)
Middle School Instruction	8,952,712	8,967,230	(14,518)
High School Instruction	9,797,826	9,815,670	(17,844)
Montessori (PPK-8)	3,755,257	3,738,227	17,030
Beginnergarten	186,187	186,187	-
Special Education	10,510,049	10,449,494	60,555
Compensatory Education	1,690,002	1,764,087	(74,085)
Gifted Programs	152,857	152,857	-
Guidance Services	1,673,837	1,701,574	(27,737)
Other Pupil Services	905,759	799,616	106,143
Improvement of Instruction	1,943,189	2,105,284	(162,095)
Educational Media Services	678,937	678,937	-
Direction of Special Education	336,437	336,437	-
Other Instructional Staff Services	158,151	148,813	9,338
Board of Education	121,300	121,300	-
Executive Administration	694,230	694,230	-
School Administration	4,413,926	3,950,325	463,601
Fiscal Services	627,378	627,378	-
Internal Services	159,580	159,580	-
Other Business Services	159,000	159,000	-
Staff/Personnel Services	313,961	313,961	-
Technology Services	1,795,222	1,930,419	(135,197)
Operations & Maintenance	5,479,698	5,885,659	(405,961)
Facilities Construction/Improvement	198,631	198,631	-
Pupil Transportation	1,354,906	1,389,906	(35,000)
Athletics	882,227	882,227	-
Community Education	3,096,551	3,260,997	(164,446)
Other Financing Uses	-	11,250	(11,250)
<b>Total Expenditures</b>	<b>69,979,656</b>	<b>70,400,058</b>	<b>(420,402)</b>
<b>Effect on Fund Balance</b>	<b>(121,237)</b>	<b>376,095</b>	<b>497,332</b>

**Okemos Public Schools  
General Operating Fund  
2023-24 Proposed Budget Revision**

	<b>2023-24 Revised Budget</b>	<b>2023-24 Revised Budget #2</b>	<b>Impact of Change</b>
<b>Revenues:</b>			
<b>Local Sources:</b>			
Property Taxes	10,096,376	10,096,376	0
Community Ed, Programming	1,683,388	1,776,538	93,150
Community Ed, Facility Rental	170,000	170,000	0
Community Ed, Senior Center	118,444	118,444	0
Athletics, Registration Fees	155,000	155,000	0
Athletics, Gate Receipts	90,000	90,000	0
Okemos Education Association	13,000	13,000	0
Tuition	103,858	103,858	0
Print Shop Fees (internal)	55,000	55,000	0
Transportation Fees (internal)	20,000	55,000	35,000
Miscellaneous	158,632	198,632	40,000
<b>State Sources:</b>			
Foundation	33,282,162	33,151,669	(130,493)
Special Education	4,197,665	4,214,190	16,525
Hold Harmless	473,870	479,090	5,220
MPSERS Stabilization	6,168,920	6,168,920	0
MPSERS Cost Offset	1,932,262	1,972,262	40,000
At-Risk	1,069,268	1,069,060	(208)
Assessment & Literacy	97,114	97,114	0
Great Start Readiness Grant	500,824	500,824	0
Mental Health & Safety Grants	1,203,270	1,425,933	222,663
Other	275,919	642,101	366,182
<b>Federal Sources</b>			
Title I, II, III, IV	213,507	428,324	214,817
Special Education IDEA	21,929	21,929	0
Medicaid Outreach	30,000	41,000	11,000
Cornovirus Relief Funds	2,637,011	2,446,839	(190,172)
<b>Transfers - ISD</b>			
Special Education ISD	5,011,000	5,174,000	163,000
<b>Other Financing Sources</b>			
Transfers to General Fund	80,000	80,000	0
Other Financing Sources	-	31,050	31,050
	<b>69,858,419</b>	<b>70,776,153</b>	<b>886,684</b>
<b>Summary of Fund Balance</b>			
Beginning Fund Balance	9,922,868	9,922,868	0
Operational surplus (deficit)	(121,237)	376,095	497,332
Ending Fund Balance	<b>9,801,631</b>	<b>10,298,963</b>	<b>497,332</b>
	<b>14.0%</b>	<b>14.6%</b>	

**Okemos Public Schools  
General Operating Fund  
2023-24 Proposed Budget Revision**

	<b>2023-24 Revised Budget</b>	<b>2023-24 Revised Budget #2</b>	<b>Impact of Change</b>
<b>Elementary Instruction, 111</b>			
Wages			
Cornell	1,783,324	1,783,324	-
Hiawatha	1,737,927	1,737,927	-
Bennett Woods	1,747,077	1,747,077	-
Benefits			
Cornell	356,982	356,982	-
Hiawatha	329,463	329,463	-
Bennett Woods	315,978	315,978	-
Retirement & FICA			
Cornell	1,032,500	1,032,500	-
Hiawatha	1,010,146	1,010,146	-
Bennett Woods	1,012,594	1,012,594	-
Contracted Staff & Services			
Cornell	27,450	27,450	-
Hiawatha	17,450	58,368	(40,918)
Bennett Woods	17,450	58,368	(40,918)
Supplies & Other			
Cornell	55,330	36,680	18,650
Hiawatha	53,221	34,521	18,700
Bennett Woods	59,682	44,132	15,550
Textbooks, New & Replacement			
Cornell	51,154	51,154	-
Hiawatha	51,010	51,010	-
Bennett Woods	51,748	51,748	-
Outgoing Transfer - Substitutes	231,360	231,360	-
	<b>9,941,846</b>	<b>9,970,782</b>	<b>(28,936)</b>
<b>Beginnergarten, 117</b>			
Wages	111,906	111,906	-
Benefits	8,256	8,256	-
Retirement & FICA	64,862	64,862	-
Supplies & Other	821	821	-
Textbooks, New & Replacement	342	342	-
	<b>186,187</b>	<b>186,187</b>	<b>-</b>
<b>Grades 5-8 Instruction, 112</b>			
Wages			
Kinawa	2,305,914	2,305,914	-
Chippewa	2,551,083	2,551,083	-
Benefits			
Kinawa	425,044	425,044	-
Chippewa	378,464	378,464	-
Retirement & FICA			
Kinawa	1,338,692	1,338,692	-
Chippewa	1,475,415	1,475,415	-

**Okemos Public Schools  
General Operating Fund  
2023-24 Proposed Budget Revision**

	<b>2023-24 Revised Budget</b>	<b>2023-24 Revised Budget #2</b>	<b>Impact of Change</b>
Contracted Staff & Services			
Kinawa	19,200	60,118	(40,918)
Chippewa	9,300	9,300	-
Supplies & Other			
Kinawa	70,636	57,136	13,500
Chippewa	70,434	57,534	12,900
Textbooks, New & Replacement			
Kinawa	50,260	50,260	-
Chippewa	11,790	11,790	-
Tuition Payments (MVU)	8,000	8,000	-
Outgoing Transfer - Substitutes	238,480	238,480	-
	<b>8,952,712</b>	<b>8,967,230</b>	<b>(14,518)</b>
<b>High School Instruction, 113</b>			
Wages	5,138,183	5,142,183	(4,000)
Benefits	808,939	808,939	-
Retirement & FICA	2,903,969	2,953,604	(49,635)
Contracted Staff & Services	43,000	43,000	-
Supplies & Other	123,430	108,760	14,670
Textbooks, New & Replacement	120,464	120,464	-
Student Recovery Services	281,121	240,000	41,121
Dual Enrollment	80,000	80,000	-
Tuit Pymts (Early College, MVU, HSDCI)	110,000	130,000	(20,000)
Outgoing Transfer - Substitutes	188,720	188,720	-
	<b>9,797,826</b>	<b>9,815,670</b>	<b>(17,844)</b>
<b>Montessori Elementary, 116</b>			
Wages	1,307,186	1,307,186	-
Benefits	270,655	270,655	-
Retirement & FICA	756,012	756,012	-
Contracted Staff & Services	8,904	8,904	-
Supplies & Other	47,341	30,311	17,030
Textbooks, New & Replacement	48,472	48,472	-
Outgoing Transfer - Substitutes	50,960	50,960	-
	2,489,530	2,472,500	17,030
<b>Montessori 5-8, 112-9700</b>			
Wages	702,877	702,877	-
Benefits	155,014	155,014	-
Retirement & FICA	407,386	407,386	-
Contracted Staff & Services	450	450	-
	1,265,727	1,265,727	-
<b>Total Montessori Instruction</b>	<b>3,755,257</b>	<b>3,738,227</b>	<b>17,030</b>

**Okemos Public Schools  
General Operating Fund  
2023-24 Proposed Budget Revision**

	<b>2023-24 Revised Budget</b>	<b>2023-24 Revised Budget #2</b>	<b>Impact of Change</b>
<b>Special Education - Instructional Programs 122</b>			
Wages	4,143,784	4,143,784	-
Benefits	727,948	727,948	-
Retirement & FICA	2,387,817	2,387,817	-
Contracted Staff & Services	59,610	59,610	-
Supplies & Other	25,326	25,326	-
Textbooks, New & Replacement	800	800	-
Outgoing Transfer - Substitutes	72,800	72,800	-
	7,418,085	7,418,085	-
<b>Special Education - Psychological Services, 214</b>			
Wages	415,554	415,554	-
Benefits	62,453	62,453	-
Retirement & FICA	240,799	240,799	-
Contracted Staff & Services	1,200	1,200	-
Supplies & Other	5,000	5,000	-
	725,006	725,006	-
<b>Special Education - Speech &amp; Language Services, 215</b>			
Wages	469,766	469,766	-
Benefits	51,784	51,784	-
Retirement & FICA	272,264	272,264	-
Contracted Staff & Services	1,520	1,520	-
Supplies & Other	1,400	1,400	-
	796,734	796,734	-
<b>Special Education - Social Work Services, 216</b>			
Wages	669,146	669,146	-
Benefits	82,782	82,782	-
Retirement & FICA	387,836	387,836	-
Contracted Staff & Services	1,520	1,520	-
Supplies & Other	1,400	1,400	-
	1,142,684	1,142,684	-
<b>Special Education - Teacher Consultants, 218</b>			
Wages	208,249	175,166	33,083
Benefits	33,683	25,386	8,297
Retirement & FICA	120,702	101,527	19,175
	362,634	302,079	60,555
<b>Special Education - Interpreter</b>			
Wages	39,302	39,302	-
Benefits	2,845	2,845	-
Retirement & FICA	22,759	22,759	-
	64,906	64,906	-
<b>Total Special Education</b>	<b>10,510,049</b>	<b>10,449,494</b>	<b>60,555</b>

**Okemos Public Schools  
General Operating Fund  
2023-24 Proposed Budget Revision**

	<b>2023-24 Revised Budget</b>	<b>2023-24 Revised Budget #2</b>	<b>Impact of Change</b>
<b>Compensatory Education , 125 &amp; 126</b>			
Wages	711,839	718,371	(6,532)
Benefits	90,057	90,057	-
Retirement & FICA	411,737	415,454	(3,717)
Contracted Staff & Services	411,380	495,623	(84,243)
Supplies & Other	64,989	44,582	20,407
	<b>1,690,002</b>	<b>1,764,087</b>	<b>(74,085)</b>
<b>Gifted Programs, 9200</b>			
Wages	93,222	93,222	-
Benefits	5,604	5,604	-
Retirement & FICA	54,031	54,031	-
	<b>152,857</b>	<b>152,857</b>	<b>-</b>
<b>Guidance Services, 212</b>			
Wages	961,017	961,017	-
Benefits	121,763	121,763	-
Retirement & FICA	557,007	557,007	-
Contracted Staff & Services	-	27,737	(27,737)
Supplies & Other	34,050	34,050	-
	<b>1,673,837</b>	<b>1,701,574</b>	<b>(27,737)</b>
<b>Other Pupil Services, 213 &amp; 219</b>			
Wages	154,611	154,611	-
Benefits	18,468	18,468	-
Retirement & FICA	89,613	89,613	-
Contracted Staff & Services	633,067	526,924	106,143
Supplies & Other	10,000	10,000	-
	<b>905,759</b>	<b>799,616</b>	<b>106,143</b>
<b>Improvement of Instruction, 221</b>			
Wages	991,032	1,009,727	(18,695)
Benefits	165,937	172,620	(6,683)
Retirement & FICA	573,658	585,171	(11,513)
Contracted Staff & Services	144,649	240,660	(96,011)
Supplies & Other	64,225	90,350	(26,125)
Outgoing Transfer - Substitutes	3,688	6,756	(3,068)
	<b>1,943,189</b>	<b>2,105,284</b>	<b>(162,095)</b>
<b>Educational Media Center, 222 &amp; 223</b>			
Wages	352,215	352,215	-
Benefits	69,078	69,078	-
Retirement & FICA	204,144	204,144	-
Contracted Staff & Services	4,500	4,500	-
Educational Media	30,000	30,000	-
Supplies & Other	19,000	19,000	-
	<b>678,937</b>	<b>678,937</b>	<b>-</b>

**Okemos Public Schools  
General Operating Fund  
2023-24 Proposed Budget Revision**

	<b>2023-24 Revised Budget</b>	<b>2023-24 Revised Budget #2</b>	<b>Impact of Change</b>
<b>Special Education, Staff Direction, 226</b>			
Wages	172,030	172,030	-
Benefits	47,357	47,357	-
Retirement & FICA	99,200	99,200	-
Contracted Staff & Services	13,250	13,250	-
Supplies & Other	4,600	4,600	-
	<b>336,437</b>	<b>336,437</b>	-
<b>Other Instructional Staff Services, 229</b>			
Wages	82,180	80,928	1,252
Benefits	27,599	20,916	6,683
Retirement & FICA	48,372	46,969	1,403
	<b>158,151</b>	<b>148,813</b>	<b>9,338</b>
<b>Board of Education, 231</b>			
Contracted Services	117,100	117,100	-
Travel & Conference	4,200	4,200	-
	<b>121,300</b>	<b>121,300</b>	-
<b>Executive Administration, 232</b>			
Wages	358,615	358,615	-
Benefits	71,755	71,755	-
Retirement & FICA	192,760	192,760	-
Contracted Staff & Services	55,300	55,300	-
Supplies & Other	15,800	15,800	-
	<b>694,230</b>	<b>694,230</b>	-
<b>Building Administration, Elementary, 241</b>			
Wages	1,250,231	998,071	252,160
Benefits	288,113	222,824	65,289
Retirement & FICA	724,635	578,483	146,152
Contracted Staff & Services	10,000	10,000	-
Supplies & Other	12,311	12,311	-
	<b>2,285,290</b>	<b>1,821,689</b>	<b>463,601</b>
<b>Building Administration, Middle School, 242</b>			
Wages	677,227	677,227	-
Benefits	133,456	133,456	-
Retirement & FICA	392,523	392,523	-
Contracted Staff & Services	21,800	21,800	-
Supplies & Other	8,500	8,500	-
	<b>1,233,506</b>	<b>1,233,506</b>	-
<b>Building Administration, High School, 243</b>			
Wages	497,664	497,664	-
Benefits	82,896	82,896	-
Retirement & FICA	288,450	288,450	-
Contracted Staff & Services	13,795	13,795	-
Supplies & Other	12,325	12,325	-
	<b>895,130</b>	<b>895,130</b>	-
<b>Total Building Administration</b>	<b>4,413,926</b>	<b>3,950,325</b>	<b>463,601</b>

**Okemos Public Schools  
General Operating Fund  
2023-24 Proposed Budget Revision**

	<b>2023-24 Revised Budget</b>	<b>2023-24 Revised Budget #2</b>	<b>Impact of Change</b>
<b>Fiscal Services, 252</b>			
Wages	328,260	328,260	-
Benefits	78,158	78,158	-
Retirement & FICA	190,260	190,260	-
Contracted Staff & Services	27,500	27,500	-
Supplies & Other	3,200	3,200	-
	<b>627,378</b>	<b>627,378</b>	-
<b>Internal Services - Print shop, 258</b>			
Wages	41,887	41,887	-
Benefits	18,416	18,416	-
Retirement & FICA	24,277	24,277	-
Contracted Staff & Services	30,000	30,000	-
Supplies & Other	45,000	45,000	-
	<b>159,580</b>	<b>159,580</b>	-
<b>Other Business Services, 259</b>			
Workers Compensation	80,000	80,000	-
Legal Liability Insurance	29,600	29,600	-
Bank Service Charges	40,000	40,000	-
Other Fees	9,400	9,400	-
	<b>159,000</b>	<b>159,000</b>	-
<b>Staff/Personnel Services, 283</b>			
Wages	168,751	168,751	-
Benefits	29,401	29,401	-
Retirement & FICA	97,809	97,809	-
Contracted Staff & Services	17,000	17,000	-
Supplies & Other	1,000	1,000	-
	<b>313,961</b>	<b>313,961</b>	-
<b>Technology Services, 284</b>			
Wages	723,402	723,402	-
Benefits	170,518	170,518	-
Retirement & FICA	419,284	419,284	-
Contracted Staff & Services	84,626	114,626	(30,000)
Annual User Fees/Contracts	393,892	499,089	(105,197)
Supplies & Other	3,500	3,500	-
	<b>1,795,222</b>	<b>1,930,419</b>	<b>(135,197)</b>
<b>Security Services, 266</b>			
Wages	3,507	3,507	-
Benefits	-	-	-
Retirement & FICA	1,818	1,818	-
Contracted Staff & Services	229,183	221,183	8,000
Supplies & Other	28,995	28,995	-
	<b>263,503</b>	<b>255,503</b>	<b>8,000</b>

**Okemos Public Schools  
General Operating Fund  
2023-24 Proposed Budget Revision**

	<b>2023-24 Revised Budget</b>	<b>2023-24 Revised Budget #2</b>	<b>Impact of Change</b>
<b>Operation &amp; Maintenance, 261</b>			
Wages	1,018,383	1,018,383	-
Benefits	264,133	264,133	-
Retirement & FICA	590,254	590,254	-
Contracted Custodial	1,109,050	1,109,050	-
Contracted Staff & Services	552,725	743,686	(190,961)
Supplies & Other	459,500	515,000	(55,500)
Telephone	31,000	31,000	-
Heating Fuel/Natural Gas	343,000	314,000	29,000
Electricity	570,000	745,000	(175,000)
Water & Sewer	61,000	61,000	-
Waste & Trash Disposal	39,500	61,000	(21,500)
Property, Casualty & Fleet Insurance	177,650	177,650	-
	<b>5,216,195</b>	<b>5,630,156</b>	<b>(413,961)</b>
<b>Total Operations &amp; Maintenance</b>	<b>5,479,698</b>	<b>5,885,659</b>	<b>(405,961)</b>
<b>Facilities Construction/Improvement</b>			
Building Improvements	198,631	198,631	-
	<b>198,631</b>	<b>198,631</b>	-
<b>Pupil Transportation, 271</b>			
Wages	644,954	644,954	-
Benefits	160,521	160,521	-
Retirement & FICA	366,721	366,721	-
Contracted Services	42,010	42,010	-
Fleet Insurance	11,200	11,200	-
Vehicle Fuel	91,000	126,000	(35,000)
Supplies & Other	38,500	38,500	-
	<b>1,354,906</b>	<b>1,389,906</b>	<b>(35,000)</b>
<b>Athletics, 293</b>			
Salaries	135,173	135,173	-
Coaches/Games Workers	192,816	192,816	-
Benefits	27,977	27,977	-
Retirement & FICA	190,101	190,101	-
Contracted Coaches/Game Workers	214,560	214,560	-
Contracted Services	91,600	91,600	-
Supplies & Other	30,000	30,000	-
	<b>882,227</b>	<b>882,227</b>	-
<b>Community Education - Child Care, 351</b>			
Wages	687,481	687,481	-
Benefits	123,613	123,613	-
Retirement & FICA	395,724	395,724	-
Contracted Staff & Services	729,345	837,665	(108,320)
Supplies & Other	101,575	101,575	-
	<b>2,037,738</b>	<b>2,146,058</b>	<b>(108,320)</b>

**Okemos Public Schools  
General Operating Fund  
2023-24 Proposed Budget Revision**

	<b>2023-24 Revised Budget</b>	<b>2023-24 Revised Budget #2</b>	<b>Impact of Change</b>
<b>Community Education - Recreation/Enrichment, 321</b>			
Wages	44,734	44,734	-
Benefits	23,296	23,296	-
Retirement & FICA	25,928	25,928	-
Contracted Staff & Services	213,000	270,000	(57,000)
Supplies & Other	11,000	11,000	-
	317,958	374,958	(57,000)
<b>Community Education - School Readiness, 343x</b>			
Wages	169,938	169,938	-
Benefits	26,683	26,683	-
Retirement & FICA	97,078	97,078	-
Contracted Staff & Services	150,238	162,464	(12,226)
Supplies & Other	57,761	44,661	13,100
	501,698	500,824	874
<b>Community Education - Senior Center, 391</b>			
Wages	54,631	54,631	-
Benefits	5,391	5,391	-
Retirement & FICA	31,422	31,422	-
Contracted Staff & Services	27,000	27,000	-
	118,444	118,444	-
<b>Community Education - Facilities Use, 311</b>			
Wages	12,126	12,126	-
Benefits	1,259	1,259	-
Retirement & FICA	7,028	7,028	-
Contracted Staff & Services	45,000	45,000	-
Supplies & Other	1,500	1,500	-
Utilities	53,800	53,800	-
	120,713	120,713	-
<b>Total Community Services</b>	<b>3,096,551</b>	<b>3,260,997</b>	<b>(164,446)</b>
<b>Other Transfers Out, 649</b>	-	-	-
<b>Other Financing Uses</b>	-	11,250	(11,250)
<b>Total Expenditures</b>	<b>69,979,656</b>	<b>70,400,058</b>	<b>(420,402)</b>

## **Series 3000: Operations, Finance, and Property**

### **3200 Finance and Borrowing**

#### ***3202 Budgets and Truth in Budgeting/Taxation Hearings***

The Board must annually adopt a budget for each fund of the District to support District programs and services for the ensuing fiscal year. The Superintendent or designee will be responsible for developing the budgets subject to the Board's direction and decisions. The budget documents will be updated based upon the requirements of the adopted educational programs.

##### **A. Budget**

1. The Superintendent will prepare each proposed budget in accordance with Board policies and goals and state law. Each budget will be based on up-to-date revenue estimates and will reflect the assessed needs and programs approved by the Board.
2. The Board must adopt each budget by June 30 of each year.
3. As circumstances change through the course of the fiscal year, the Superintendent will bring recommended budget amendments to the Board for review and adoption.
4. Within 15 days after the Board adopts a budget or any amendment to a budget, the Superintendent or designee will make the budget or amended budget available through a link on the District's website homepage.
5. The Board recognizes that an annual unassigned fund balance of at least 15% of estimated expenditures or the current rate as recommended by auditors as a financial best practice, and recognizes that the district may expend funds below 15% due to current economic circumstances and/or Board priorities. However, the Board shall not adopt a budget that would knowingly result in the fund balance going below 10% without a specific discussion item and action authorizing such expenditure and future fund balance planning.

##### **B. Truth In Budgeting Hearing**

1. The Board must hold a public hearing on the proposed budgets before adopting the budgets. The Superintendent or designee must give notice of the public hearing by publication in a newspaper of general circulation within the District at least 6 days before the hearing. The notice must:
  - include the time and place of the hearing;
  - state that the proposed budget(s) is available for public inspection at the District's administrative offices; and

- include the following statement printed in 11-point boldfaced type:

**The property tax millage rate proposed to be levied to support the proposed budgets will be a subject of this hearing.**

2. The Board must consider and adopt the budgets within 10 days after the public hearing in accordance with state law.

#### C. Truth in Taxation Hearing

If additional District operating millage, including special education and vocational education millage, is approved by the electorate after the District holds the public hearing on the proposed budgets and the District intends to levy such additional millage for the first time before the next fiscal year's public hearing on the proposed budgets, the Board must hold a separate public hearing on the proposed levy of such additional millage. The Superintendent or designee must give notice of the public hearing by publication in a newspaper of general circulation within the District at least 6 days before the hearing, which notice must state the time and place of the hearing and the proposed additional millage. The Board must approve the levy of the additional millage within 10 days after the public hearing in accordance with state law.

Legal authority: MCL 141.411 et seq., 141.421 et seq.; MCL 211.24e

Date adopted:

Date revised:

# Principal and Building Leader Framework 2.0

## Domain 1 – Results

- A. Growth targets on mandatory academic measures
- B. Growth targets on other valid, normed or criterion-referenced academic measures, including performance and developmental rubrics
- C. Growth targets on valid, research supported behavioral measures associated with academic achievement
- D. Growth targets on valid, research supported psycho-social measures associated with academic achievement

Note: Growth targets for A-D can be based on SGP, SLO, Proficiency, and other means of analyzing positive change in student's performance status, profile, or rate. Additionally, targets can be aggregated or disaggregated by, ethnicity, EL, Gender, ED, SWD, Migrant, Homeless, Foster Care, Active Military Parents, class groupings, programs, etc.

## Domain 2 – Leadership

- A. **Vision for Learning and Achievement**
  - 1. Mission and Vision
  - 2. Goals and Expectations
- B. **Culture**
  - 1. Values, Beliefs, Principles, and Diversity
  - 2. Language, Traditions, Celebrations, and Stories
- C. **Leadership Behavior**
  - 1. Informed and Current
  - 2. Strategic and Systemic
  - 3. Fair, Legal, Honest, and Ethical
  - 4. Adaptive and Resilient

## Domain 3 – Systems

- A. **High Quality and Reliability Instructional Program**
  - 1. Guaranteed and Viable Curriculum
  - 2. Evidence Based and Differentiated Instruction
  - 3. Standards Based Assessment and Feedback
- B. **Safe, Effective, Efficient Programs and Services**
  - 1. Laws, Policies, and Regulations
  - 2. Processes and Procedures
  - 3. Resource Allocation and Management

## Domain 4 – Processes

- A. **Community Building**
  - 1. Relationships
  - 2. Inclusion
  - 3. Communications
- B. **Evidence Based Improvement**
  - 1. Collaborative Inquiry
  - 2. Systematic use of Multiple Data Sources
  - 3. Data Systems

## Domain 5 – Capacity

- A. **Human Development**
  - 1. Professional Learning
  - 2. Leadership Development
  - 3. Performance Evaluation
  - 4. Productivity
- B. **Technology Integration and Competence**
  - 1. Personal Use of Technology
  - 2. Learning and Teaching with Technology
  - 3. Leadership for Technology

# Superintendent and District Leader Framework 2.0

## Domain 1 – Results

- A. Growth targets on mandatory academic measures**
- B. Growth targets on other valid, normed or criterion-referenced academic measures, including performance and developmental rubrics**
- C. Growth targets on valid, research supported behavioral measures associated with academic achievement**
- D. Growth targets on valid, research supported psycho-social measures associated with academic achievement**

Note: Growth targets for A-D can be based on SGP, SLO, Proficiency, and other means of analyzing positive change in student’s performance status, profile, or rate. Additionally, targets can be aggregated or disaggregated by, ethnicity, EL, Gender, ED, SWD, Migrant, Homeless, Foster Care, Active Military Parents, class groupings, programs, etc.

## Domain 2 – Leadership

- A. Vision for Learning and Achievement**
  - 1. Mission and Vision
  - 2. Goals and Expectations
- B. Culture**
  - 1. Values, Beliefs, Principles, and Diversity
  - 2. Language, Traditions, Celebrations, and Stories
- C. Leadership Behavior**
  - 1. Informed and Current
  - 2. Strategic and Systemic
  - 3. Fair, Legal, Honest, and Ethical
  - 4. Adaptive and Resilient

## Domain 3 – Systems

- A. High Quality and Reliability Instructional Program**
  - 1. Guaranteed and Viable Curriculum
  - 2. Evidence Based and Differentiated Instruction
  - 3. Standards Based Assessment and Feedback
  - 4. Technology to Expand Learning Opportunity
- B. Safe, Effective, Efficient Programs and Services**
  - 1. Laws, Policies, and Regulations
  - 2. Processes and Procedures
  - 3. Resource Allocation and Management
  - 4. Personnel Policies and Practices
  - 5. Non-Instructional Technology

## Domain 4 - Processes

- A. Community Building**
  - 1. Board Relations
  - 2. Leadership Team Relations
  - 3. Internal and External Stakeholder Relations
  - 4. Communications and Media Relations
- B. Evidence Based Improvement**
  - 1. Collaborative Inquiry
  - 2. Systematic use of Multiple Data Sources
  - 3. Data Systems
  - 4. Aligned Improvement, Monitoring, and Reporting

## Domain 5 – Capacity

- A. Human Development**
  - 1. Professional Learning
  - 2. Leadership Development
  - 3. Performance Evaluation
  - 4. Productivity
- B. Contextual and Political**
  - 1. Contextual and Political Awareness
  - 2. Education and Advocacy

**Okemos Public Schools Board of Education  
Okemos, Michigan**

**Resolution: Secure Storage Notification for States with Secure Storage Laws**

A regular meeting of the board of education of the District (the “Board”) was held in the Administrative Board Room, within the boundaries of the District, on the 20th day of May, 2024, at 7 o’clock in the evening.

The Meeting was called to order by Mary Gebara, President.

**Present:** Members

**Absent:** Members

The following preamble and resolution were offered by **Member** \_\_\_\_\_ and supported by **Member** \_\_\_\_\_:

**Whereas**, evidence strongly suggests that secure firearm storage is an essential component to any effective strategy to keep schools and students safe;

**Whereas**, an estimated 4.6 million American children live in households with at least one loaded, unlocked firearm; [1]

**Whereas**, every year, roughly 350 children under the age of 18 unintentionally shoot themselves or someone else. That’s nearly one unintentional shooting per day.[2]

**Whereas**, another 700 children and teens die by gun suicide each year,[3] most often using guns belonging to a family member.[4] Over 85 percent of child firearm suicides take place in the home.[5]

**Whereas**, in the vast majority of active shooter incidents in K-12 schools, the shooter or shooters were school-age and were current or former students.[6]

**Whereas**, research shows that secure firearm storage practices are associated with up to an 85 percent reduction in the risk of self-inflicted and unintentional firearm injuries among children and teens;[7]

**Whereas**, the U.S. Secret Service National Threat Assessment Center recommends the importance of appropriate storage of firearms because 76 percent of school shooters used firearms acquired from the homes of parents or close relatives;[8]

**Whereas**, across the country, lawmakers, community members, and local leaders are working together to implement public awareness campaigns, such as the Be SMART program, which is endorsed by the National PTA, and which encourages secure gun storage practices and highlights the public safety risks of unsecured guns;[9]

**Whereas**, school districts across the country have begun to proactively send materials home to parents and guardians informing them of applicable firearm storage laws and firearm secure storage best practices.

**Whereas**, keeping students, teachers and staff safe from the threat of gun violence should be the responsibility of all adult stakeholders at each of our school sites.

**Whereas**, state law imposes penalties on adults when a child gains unauthorized access to an unsecurely stored firearm.

**Whereas**, in order to continue with preventative measures to increase student and school safety we must act now; now therefore, be it:

**Now therefore, be it resolved** that the Board directs the Superintendent and staff to update the Student Handbook to include information about the importance of secure gun storage, the legal consequences to parents and guardians when a child gains unauthorized access to an unsecurely stored firearm, and that the best practice for secure gun storage is to keep all guns unloaded, locked up, and separate from ammunition.

**Be it further resolved** that the Board directs the Superintendent to create an appropriate letter to parents and guardians that explains the importance of secure gun storage in preventing minors from accessing guns, the legal consequences to parents and guardians when a child gains unauthorized access to an unsecurely stored firearm, and that the best practice for secure gun storage is to keep all guns unloaded, locked up, and separate from ammunition, to be included in annual registration materials at each school site, and requiring a signature acknowledging awareness of secure gun storage responsibilities; and, be it finally;

**Now, therefore, be it further resolved** that the Board and the Superintendent will continue to work with local law enforcement agencies, health agencies, and non-profits to collaborate and increase efforts to inform District parents of their obligations regarding secure storage of firearms in their homes.

**Ayes:** Members

**Nays:** Members

**RESOLUTION DECLARED ADOPTED.**

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Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Okemos Public Schools, Ingham County, 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 the 20th day of May, 2024, 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.

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Secretary, Board of Education

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[1] Matthew Miller and Deborah Azrael, "Firearm Storage in US Households with Children: Findings from the 2021 National Firearm Survey," JAMA Network Open 5, no. 2 (2022): e2148823, <https://doi.org/10.1001/jamanetworkopen.2021.48823>.

[2] Everytown for Gun Safety Support Fund, "#NotAnAccident Index," <https://everytownresearch.org/maps/notanaccident/>. Analysis includes incidents that occurred between 2015 and 2021.

[3] Centers for Disease Control and Prevention, National Center for Health Statistics. WONDER Online Database, Underlying Cause of Death. A yearly average was developed using five years of most recent available data: 2016 to 2020. Children defined as ages 0 to 17.

[4] Renee M. Johnson et al., "Who Are the Owners of Firearms Used in Adolescent Suicides?," Suicide & Life-Threatening Behavior 40, no. 6 (2010): 609–11, <https://doi.org/10.1521/suli.2010.40.6.609>.

- [5] Centers for Disease Control and Prevention, National Center for Injury Prevention and Control, National Violent Death Reporting System (NVDRS), 2019. Ages 0-17.
- [6] 1 New York City Police Department, "Active Shooter: Recommendations and Analysis for Risk Mitigation," 2016, <https://on.nyc.gov/2nWHM4O>.
- [7] David C. Grossman et al., "Gun Storage Practices and Risk of Youth Suicide and Unintentional Firearm Injuries," JAMA 293, no. 6 (2005): 707–14, <https://doi.org/10.1001/jama.293.6.707>.
- [8] National Threat Assessment Center et al., "Protecting America's Schools." [https://www.secretservice.gov/sites/default/files/2020-04/Protecting\\_Americas\\_Schools.pdf](https://www.secretservice.gov/sites/default/files/2020-04/Protecting_Americas_Schools.pdf).
- [9] <https://besmartforkids.org/>.

### **Secure Storage Law – OPS Handbook Language**

One of the District's top priorities is to provide students and staff with a safe educational environment, which includes an environment free from gun violence.

Public Act 17 of 2023 amended the Firearms Act by adding MCL 28.429 which went into effect on February 13, 2024. It is a crime to improperly store or leave a firearm unattended at one's home when that individual knows or reasonably should know a minor is, or is likely to be, on the premises. Any unattended firearms must be unloaded and locked with a locking device or stored in a locked box or container.

If a student ever feels unsafe or has a concern regarding school safety, they are encouraged to report it immediately to any District employee or through the OK2SAY program.



Every year in the United States, 350 children aged 17 and under gain access to a firearm and unintentionally shoot themselves or someone else. More than 700 more die by suicide with a gun each year. We have the power to prevent tragedies like these from happening. Everytown for Gun Safety Support Fund has developed the Be SMART framework to help parents and adults prevent child gun deaths and injuries.

### Did You Know

**4.6 million** children in America live in homes with guns that are both loaded and unlocked.

**350** children 17 and under gain access to a firearm and unintentionally shoot themselves or someone else—sometimes fatally.

**More than 700** children 17 and under die by suicide with a gun each year.

### Safety is Always an Adult Responsibility

Kids will be kids, so it's always an adult's responsibility to keep children safe. Always assume that curious or impulsive kids may find and touch an unsecured gun, even if they've been told not to. If a child handles a gun, a bad decision can quickly become a fatal one. Be SMART adults protect kids by making sure all guns are stored securely, which means they are inaccessible to kids, and by making sure children are never in the presence of unsecured guns.

### Our Story

Everytown for Gun Safety launched the Be SMART campaign to take action to promote responsible gun ownership and reduce child gun deaths. The campaign focuses on education and awareness about child gun deaths and secure gun storage. Be SMART volunteers encourage parents and caretakers to "Be SMART" and take these five simple steps to help prevent shootings by children: **Secure** all guns in your home and vehicles; **Model** responsible behavior around guns; **Ask** about the presence of unsecured guns in other homes; **Recognize** the role of guns in suicide; **Tell** your peers to be SMART.

### Be SMART

**Secure** all guns in your homes and vehicles;  
**Model** responsible behavior around guns;  
**Ask** about unsecured guns in other homes;  
**Recognize** the role of guns in suicide;  
**Tell** your peers to Be SMART

### What Can You Do?

It's simple. Spread the Be SMART message. Talk to your friends and family about the importance of secure gun storage, and get the word out in your community. Volunteers all over the country are available to deliver a 20-minute presentation entitled "Be SMART: A conversation about kids, guns and safety" to local groups and organizations.

Visit [BeSMARTforKids.org](https://www.BeSMARTforKids.org) to learn more and download resources. When it comes to kids' safety, we're all in this together!

For more information or to get involved  
**text SMART to 644-33**

Follow us on Facebook  
[www.facebook.com/BeSMARTforKids.org](https://www.facebook.com/BeSMARTforKids.org)  
or on [Twitter@Everytown](https://twitter.com/Everytown)



## Facts and Resources on Child Firearm Suicide

Gun violence has a devastating impact on children in America. **In fact, more than one-third of child gun deaths are suicides**—more than 700 child gun suicides each year.<sup>1</sup> One study showed that over 80 percent of children under the age of 18 who died by gun suicide used a gun belonging to a parent or relative.<sup>2</sup> For people of all ages, access to a gun increases the risk of death by suicide by three times.<sup>3</sup>

Most people who attempt suicide do not die—unless they use a gun.<sup>4</sup> In fact, 90 percent of suicide attempts with a gun result in death—a much higher fatality rate than any other means of self-harm.<sup>5</sup> This contributes to the fact that 42 percent of child suicides involve a gun.<sup>6</sup>

A national survey of high school students found that 22 percent had seriously considered attempting suicide within the last year.<sup>7</sup> And one study showed that 41 percent of adolescents in gun-owning households report having “easy access” to the guns in their home.<sup>8</sup>

Signs to look out for when concerned that a loved one may be suicidal:<sup>9</sup>

- Prolonged sadness and depression
- Changes in mood or behavior
- Hopelessness
- Sleeping too much or too little
- Withdrawing/Isolation
- Aggression or agitation
- Increased alcohol or drug use
- Talking about killing themselves

Research shows that secure firearm storage is associated with a decreased risk of child firearm suicide. One study showed that households that locked both firearms and ammunition had a 78 percent lower risk of self-inflicted firearm injuries among children and teenagers.<sup>10</sup> The risk of gun violence and self-harm have grown during the COVID-19 pandemic, with kids experiencing increased levels of stress and isolation, and more guns being purchased. These factors make it even more important that firearms are stored securely.

Some additional key steps you can take to support your loved one include: inviting an honest conversation, listening and supporting your loved one, and encouraging them to see a mental health professional or a primary care physician.<sup>11</sup>

### Resources

#### National Suicide Prevention Lifeline

Call 1-800-273-8255. Available 24 hours a day.

#### Trevor Project, the LGBTQ youth suicide prevention line

Call TrevorLifeline at 1-866-488-7386.

Text **HOME** to **741741** from anywhere in the United States, anytime, about any type of crisis.

**988 Suicide and Crisis Lifeline** can be reached by calling or texting 988 or chatting on <http://988lifeline.org>.



<sup>1</sup> Centers for Disease Control and Prevention, National Center for Health Statistics. WONDER Online Database, Underlying Cause of Death. A yearly average was developed using four years of most recent available data: 2018 to 2021. Children aged 0 to 17.

<sup>2</sup> Renee M. Johnson et al., "Who Are the Owners of Firearms Used in Adolescent Suicides?" *Suicide and Life-Threatening Behavior* 40, no. 6, (2010): 609-11.

<sup>3</sup> Andrew Anglemyer, Tara Horvath, and George Rutherford, "The Accessibility of Firearms and Risk for Suicide and Homicide Victimization Among Household Members: A Systematic Review and Meta-Analysis," *Annals of Internal Medicine* 160, no. 2 (2014): 101-10.

<sup>4</sup> Everytown for Gun Safety Support Fund, "Firearm Suicide in the United States," December 28, 2021, <https://everytownresearch.org/report/firearm-suicide-in-the-united-states/>.

<sup>5</sup> Andrew Conner, Deborah Azrael, and Matthew Miller, "Suicide Case-Fatality Rates in the United States, 2007 to 2014: A Nationwide Population-Based Study," *Annals of Internal Medicine* 171, no. 2 (2019): 885-95.

<sup>6</sup> Centers for Disease Control and Prevention, National Center for Health Statistics. WONDER Online Database, Underlying Cause of Death. A yearly average was developed using four years of most recent available data: 2018 to 2021. Analysis includes children aged 0 to 17.

<sup>7</sup> Centers for Disease Control and Prevention, "Youth Risk Behavior Survey: Data Summary & Trends Report, 2011-2021," 2023, <https://bit.ly/3TG6nnd>.

<sup>8</sup> Joseph A. Simonnet et al., "Psychiatric Comorbidity, Suicidality, and In-Home Firearm Access Among a Nationally Representative Sample of Adolescents," *JAMA Psychiatry*, 72, no. 2 (2015): 152-59.

<sup>9</sup> American Foundation for Suicide Prevention, "Risk Factors, Protective Factors, and Warning Signs," (2022), <https://afsp.org/risk-factors-protective-factors-and-warning-signs..>

<sup>10</sup> David C. Grossman et al., "Gun Storage Practices and Risk of Youth Suicide and Unintentional Injuries," *JAMA* 293, no. 6 (2005): 707-14.

<sup>11</sup> American Foundation for Suicide Prevention, "When Someone is at Risk," (2022), <https://afsp.org/when-someone-is-at-risk>.

# UNLOAD, LOCK, AND SEPARATE: SECURE STORAGE PRACTICES TO REDUCE GUN VIOLENCE

Three-year-old Brayden Heath found his mother's handgun in the living room of their home in Anchorage, Alaska. Brayden was playing with the gun when it discharged, shooting him in the head. He was taken to a local hospital and pronounced dead later that day.<sup>1</sup>

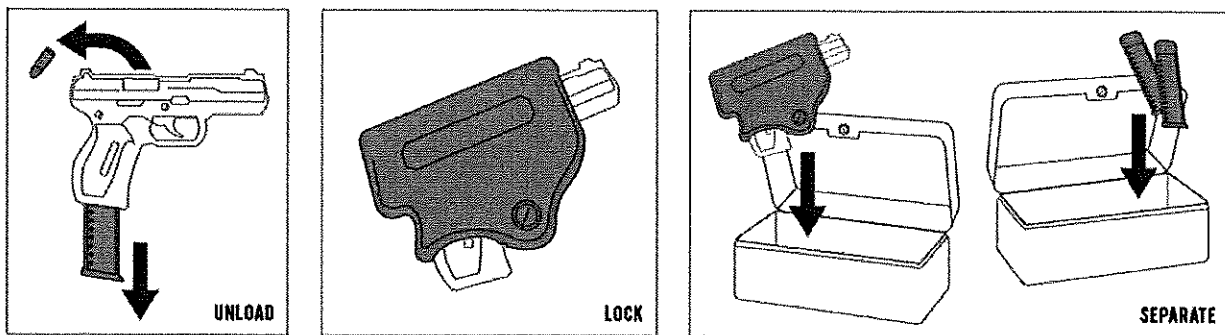
## Introduction

There are an estimated 393 million civilian-owned firearms in the United States,<sup>2</sup> and more than one-third of homes contain at least one gun.<sup>3</sup> Responsible gun owners can make our homes and communities safer by storing their firearms unloaded and locked, with ammunition kept in a separate place, to prevent access by children and other people who are at risk of harming themselves or others. Research shows that these storage practices can play a vital role in reducing the risk of gun violence, particularly among children, due to unintentional shootings and gun suicides.<sup>4</sup>

The bottom line is this: Storing firearms unloaded, locked, and separate from ammunition prevents access and saves lives.

## What is secure firearm storage?

Experts agree: In order to prevent access, secure gun storage practices should include three methods employed in combination—unloading the ammunition, locking the firearm, and storing the firearm and ammunition in separate locations.<sup>5</sup>



## UNLOAD

Gun owners should remove all ammunition from the firearm, including removing any chambered rounds

## LOCK

Unloaded firearms should be secured with a firearm locking device, such as a cable lock, or in a locked location, like a safe or lock box. Locking devices, safes, and lock boxes are equipped with keys, combinations, or biometric technology that limit access. *Remember: Firearm locks do not prevent gun theft.*

## SEPARATE

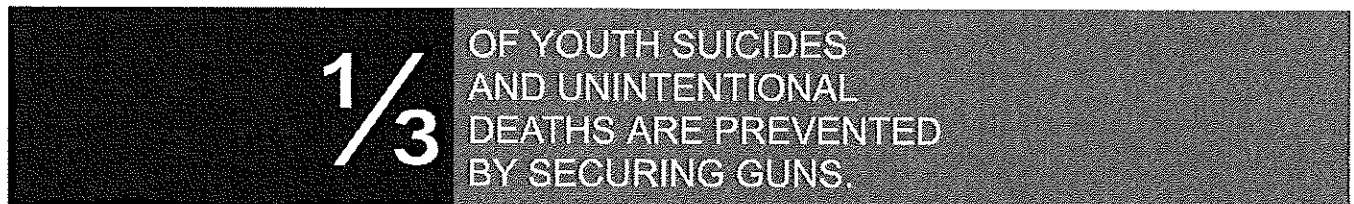
Ammunition should be stored separately from the firearm in a secure location.

The American Academy of Pediatrics (AAP) concludes that the absence of guns from homes is the most reliable and effective measure to prevent suicide, homicide, and unintentional firearm-related injuries to children and adolescents. But if there are guns in the home, AAP notes that storing guns unloaded and locked, with ammunition kept in a separate place, can mitigate the risk of child firearm injury.<sup>6</sup>

## Key Findings

**Access to unsecured firearms contributes to gun violence among children and teens.** Brayden's tragic story is all too common.<sup>7</sup> Every year, 350 children under the age of 18 unintentionally shoot themselves or someone else. That's roughly one unintentional shooting per day, and 72 percent of these incidents take place in or around a home.<sup>8</sup> More than 700 children die by gun suicide each year,<sup>9</sup> most often using guns belonging to a family member.<sup>10</sup> Unsecured firearms also fuel gun violence outside the home. In incidents of school violence, the US Secret Service found that three-quarters of school shooters acquired their firearm from the home of a parent or close relative.<sup>11</sup>

**We are all safer when guns are stored unloaded, locked, and separate from ammunition.** One study found that households that locked both firearms and ammunition were associated with a 78 percent lower risk of self-inflicted firearm injuries and an 85 percent lower risk of unintentional firearm injuries among children, compared to those that locked neither.<sup>12</sup> Another study estimated that if half of households with children that contain at least one unlocked gun switched to locking all their guns, one-third of youth gun suicides and unintentional deaths could be prevented, saving an estimated 251 lives in a single year.<sup>13</sup>



**Despite the risks to safety, the majority of gun owners do not practice secure gun storage.**

While millions of responsible gun owners follow recommended storage practices, an estimated 54 percent do not lock all of their guns, let alone store them unloaded, locked, and separate from ammunition.<sup>14</sup> Gun owners with children in the home are slightly more likely to lock all of their guns,<sup>15</sup> but an estimated 4.6 million American children live in households with at least one loaded and unlocked firearm.<sup>16</sup>

**Contrary to popular belief, gun storage devices do not prevent owners from readily accessing their guns.**

There is a common myth that storage devices negate the self-defense purpose of owning a gun by putting time-consuming barriers between the gun owner and their means of defense.<sup>17</sup> The reality is that there are many affordable options for secure gun storage that provide owners with access to guns in a matter of seconds while still preventing access by children and people at increased risk of harming themselves or others.<sup>18</sup> Further, it is possible that unsecured guns may actually *increase* the likelihood of crime and violence through an increased risk of gun theft.<sup>19</sup> Each year, an estimated 200,000 to 500,000 guns are stolen, and many are funneled into the underground market, where once-legally-owned firearms can be transferred to people with dangerous histories.<sup>20</sup>

## Recommendations

Gun owners understand that with rights comes responsibility, and promoting secure firearm storage is integral to public safety. Community members should work together to encourage recommended firearm storage practices.

**Community members and local leaders should encourage secure firearm storage through outreach to gun owners and general public awareness campaigns.** Researchers, clinicians, and gun owners should work together to develop messaging and recommend storage options that are relevant to local values and context.<sup>21</sup>

Research suggests that clinicians can positively influence secure storage practices, especially when they provide free storage devices.<sup>22</sup>

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7. Everytown for Gun Safety Support Fund, "#NotAnAccident Index," 2023, <https://everytownresearch.org/maps/notanaccident/>.
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9. Centers for Disease Control and Prevention, National Center for Health Statistics, WONDER Online Database, Underlying Cause of Death. A yearly average was developed using four years of the most recent available data: 2018 to 2021. Children defined as aged 0 to 17.
10. Renee M. Johnson et al., "Who Are the Owners of Firearms Used in Adolescent Suicides?," *Suicide & Life-Threatening Behavior* 40, no. 6 (2010): 609–11, <https://doi.org/10.1521/suli.2010.40.6.609>. Study defined children as under the age of 18. Over 80 percent of children who died by gun suicide used a gun belonging to a family member.
11. National Threat Assessment Center, "Protecting America's Schools: A US Secret Service Analysis of Targeted School Violence," US Secret Service, Department of Homeland Security, 2019, <https://bit.ly/2U7vwwa>.
12. David C. Grossman et al., "Gun Storage Practices and Risk of Youth Suicide and Unintentional Firearm Injuries," *JAMA* 293, no. 6 (2005): 707–14, <https://doi.org/10.1001/jama.293.6.707>.
13. Monuteaux, Azrael, and Miller, "Safe Household Firearm Storage."
14. Cassandra K. Crifasi et al., "Storage Practices of US Gun Owners in 2016," *American Journal of Public Health* 108, no. 4 (2018): 532–37, <https://doi.org/10.2105/AJPH.2017.304262>.
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16. Matthew Miller and Deborah Azrael, "Firearm Storage in US Households with Children: Findings from the 2021 National Firearm Survey," *JAMA Network Open* 5, no. 2 (2022): e2148823, <https://doi.org/10.1001/jamanetworkopen.2021.48823>.
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## Talking To Your Children About Guns

Every year, 350 children unintentionally shoot themselves or someone else when they find unlocked, loaded guns.<sup>1</sup> More than 700 American children die by gun suicide each year.<sup>2</sup> One study showed that over 80 percent of children under the age of 18 who died by gun suicide used a gun belonging to a family member.<sup>3</sup> The Be SMART program, designed to prevent these shootings, recognizes **that secure storage by adult gun owners is essential to preventing unauthorized, unsupervised access to firearms by children.**

**It is always an adult's responsibility to prevent unauthorized access to guns, not a curious child's responsibility to avoid guns.** That means always keeping all firearms unloaded, locked, and stored separately from ammunition.

And yet research shows that approximately 4.6 million American children live in homes with guns that are not stored securely.<sup>4</sup> We recognize that until every gun is securely stored, children are still at risk of finding unsecured guns, and parents need guidance on how to talk to their children about what to do if that happens. The suggestions below, developed in collaboration with Marjorie Sanfilippo, Ph.D., a professor and expert on children's behaviors around firearms, are a good place to start:

### Tips for Talking to Young Children:

- Make it part of the normal safety conversation you have with your children.
- Keep the language simple; for example: "If you see a gun, don't touch it. Tell an adult right away."
- Tell children not to touch a gun, even if it looks like a toy.
- Assure children they will not get in trouble if they tell an adult they've seen a gun.
- Repeat it on a regular basis.

### Tips for Talking to Adolescents:

- Include it in your general safety conversations about topics like drugs, alcohol, and drunk driving.
- Tell them to immediately leave any situation where an unsecured gun is present.

- Tell them not to listen to a friend who says a gun is unloaded or otherwise safe.
- Give your teen strategies to get out of a situation where a gun is present—or brainstorm them together. For example, you could agree that your teen would say: "Mom just texted me that I have to get home right now."
- Assure them that it's OK to ask people about the presence of unsecured guns in other homes they may be visiting, but offer to do it for them if they don't feel comfortable.

### Tips for All Ages:

- Don't have the conversation only once. Talk to them frequently, just as you would about other crucial safety issues.
- Make sure they understand that any situation where there's an unsupervised gun is a dangerous situation.

It is important to remember that **talking to children about guns is a precaution, not a guarantee of safety.** One study found that young children who go through a week-long gun safety training are just as likely as children with no training to approach or play with a handgun when they find one.<sup>5</sup>

This is one reason we take issue with the National Rifle Association's program to reduce unintentional shootings by children, Eddie Eagle, as it focuses solely on educating children not to touch guns without permission and to alert an adult if they find a firearm. That alone is not nearly sufficient to reduce unsupervised access to guns by children.

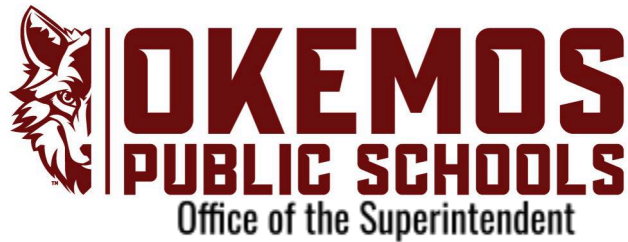
<sup>1</sup> Everytown for Gun Safety, "#NotAnAccident Index: Unintentional Shootings by Children," <https://everytownresearch.org/maps/notanaccident/>. A yearly average was developed using data from 2015 to 2022. Incidents from the index are collected from media reports of unintentional shootings by children under the age of 18 that result in injury or death.

<sup>2</sup> Centers for Disease Control and Prevention. National Center for Health Statistics, WONDER Online Database, Underlying Cause of Death. A yearly average was developed using four years of most recent available data: 2018 to 2021. Analysis includes children aged 0 to 17.

<sup>3</sup> Renee M. Johnson et al., "Who Are the Owners of Firearms Used in Adolescent Suicides?" *Suicide and Life-Threatening Behavior*, 40, no. 6 (2010): 609-11.

<sup>4</sup> Matthew Miller and Deborah Azrael, "Firearm Storage in US Households with Children: Findings from the 2021 National Firearm Survey," *JAMA Network Open* 5, no. 2 (2022): e2148823.

<sup>5</sup> Marjorie S. Hardy, "Teaching Firearm Safety to Children: Failure of a Program," *Journal of Developmental and Behavioral Pediatrics* 23, no. 2 (2002): 71-76.



Dear Okemos Families,

Providing our Okemos Public Schools students and staff with a safe educational environment remains one of our top priorities. We have joined national efforts to educate our community about ways they can help us prevent gun violence in our schools.

The [Be SMART](#) program by [Everytown for Gun Safety Support Fund](#) and endorsed by the national [PTA](#), encourages secure gun storage practices and highlights the public safety risks of unsecured guns. The program calls on families to:

S = Secure all guns in your homes and vehicles  
M = Model responsible behavior around guns  
A = Ask about unsecured guns in other homes  
R = Recognize the role of guns in suicide  
T = Tell your peers to Be SMART

Studies of all types of school-based gun violence across decades all point to the same significant point of intervention—addressing students' unauthorized access to guns in the home. For example, a Secret Service National Threat Assessment Center [study](#) of targeted school violence incidents found that 76 percent of the firearms were obtained from the homes of a parent or close relative.

Unsecured guns in the home pose a risk to students beyond gun violence in schools. Every year, 350 children under the age of 18 [unintentionally](#) shoot themselves or someone else. That's roughly one unintentional shooting per day. Gun suicide among children has reached the highest rate in more than 20 years. In the overwhelming majority of these incidents, the gun used was one that belonged to someone in their home.

One [study](#) found that 70 percent of parents believe their teen cannot access the gun(s) in their home. Yet, the study also found that half of teens said they could gain access to a loaded gun in their home in under an hour, including one-third who said they could do so in under five minutes. Centers for Disease Control and Prevention research shows that secure firearm storage practices are associated with up to an 85 percent reduction in the risk of self-inflicted and unintentional firearm injuries among children and teens. Storing firearms securely protects any child in the home as well as students throughout the school district and community.

In an effort to protect Michigan families from gun violence and unintentional firearms injuries, the "Secure Storage Law" requiring safe storage of firearms went into effect on February 13, 2024. [Public Act 17 of 2023](#) amended the Firearms Act by adding [MCL 28.429](#), making it a crime to improperly store or leave a firearm unattended on a premises under an individual's control when that individual knows or reasonably should know a minor is, or is likely to be, on premise. Unattended firearms must be unloaded and locked with a locking device or stored in a locked box or container.

You can [learn more](#) and download helpful resources, including a secure storage fact sheet, talking to your children about guns, and facts and resources on child firearm suicide, at [BeSMARTforKids.org/resources](#).




# Textbook Recommendations 2024-2025

May 20 , 2024

# Strategic Plan- Instruction & Learning

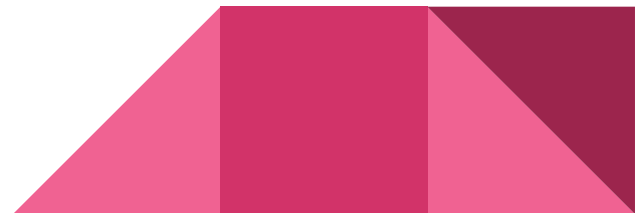
**PRIORITY 3: Through strong district and building leadership, deepen implementation of high-quality practices and programming.**

Objectives:

- Enhance core instructional programming PK-12.
  - Enhance core instructional practices PK-12.
  - Align and enhance supplemental instructional supports PK-12 to meet the needs of each student.
- 

# Equity

Each text or instructional material selection is an opportunity to move OPS closer to our goal of equitably educating with excellence.



## Elementary & Middle School Textbook Adoption Proposals

- None

## High School Textbook Adoption Proposals

- AP Biology
- AP Environmental Science
- Precalculus Honors
- Physical Science
- World History
- AP Psychology



# OPS Textbook Recommendation Process

1. Teachers review multiple textbooks using the following criteria and tools:
  - a. Readability
  - b. Standards Alignment
  - c. Culturally Responsive Curriculum Scorecard
  - d. Assessing Bias in Standards & Curricular Materials Tool
2. Approval process by Committee (Elementary), Department Chairs (KMS, CMS) or Area Coordinators (OHS)
3. Presentation & approval by District Advisory Council
4. Presentation to Board of Education.



# OHS Science

**AP Biology** Last Approved: 2018

**Current Reality:** The last textbook was the same publisher and author as the previous textbook. In 2019, the College Board revised the course and streamlined all units (1-8).

**Recommendation:**

- *Biology for the AP Course*

**Rationale for selection:**

This textbook coincides and is approved by the College Board AP Biology curriculum. The chapters are aligned to the units 1-8 and to the course and exam description. Key concepts are grouped in the same chapter, an improvement from the previous text. The text has better diagrams that are directly related to college board. This text does not discuss proto-oncogenes and tumor suppressor genes, but supplementary material is available to discuss the concepts.

**AP Environmental Science** Last Approved: N/A

**Current Reality:** This course is new in 2024. In order to use the “AP” designation and College Board teaching and learning resources, the College Board requires that students in AP Environmental Science courses “have an appropriate college-level environmental science textbook for individual use inside and outside of the classroom.”

**Recommendation:**

- *Environmental Science for the AP Course*

**Rationale for selection:**

This textbook is perfectly suited to the AP Environmental Science course, having been designed specifically to align with the course content and College Board units while focusing very specifically on that content. It also scores highly on the rating scale for avoiding curricular bias. It is the most highly recommended text by experienced AP Environmental Science teachers on teacher forums and resource groups and provides not only aligned content but also many practice questions and examples specific to the format and knowledge needed for the AP test.

# OHS Math



# OHS Social Studies

## SOCIAL STUDIES FLOWCHART

REQUIRED: 3 CREDITS

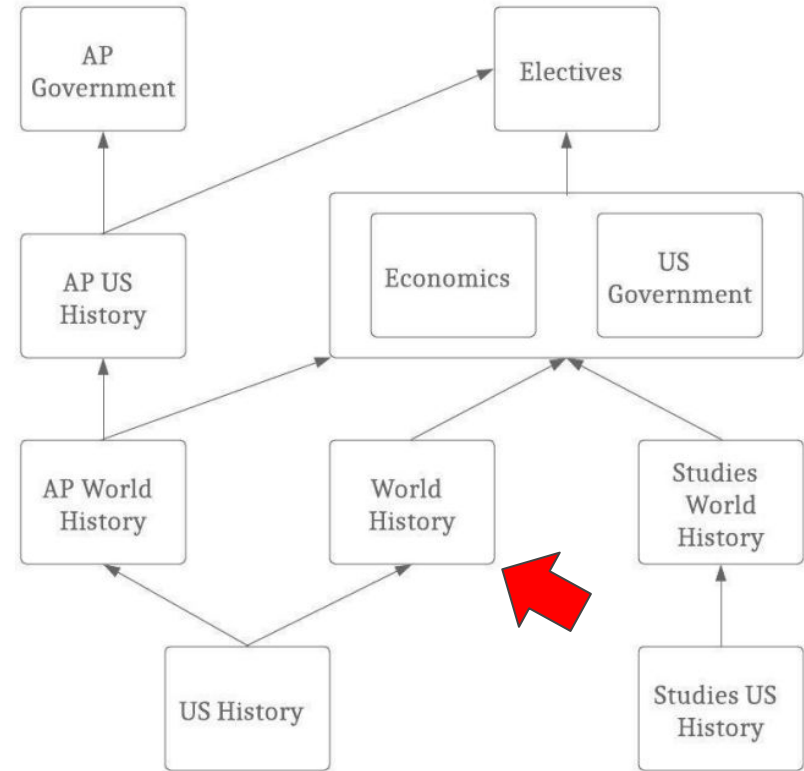
### World History Last Approved: 2014

**Current Reality:** Current textbooks are deteriorating physically and also looking for a more updated, streamlined textbook with ancillary resources.

**Recommendation:** *World History & Geography*

#### **Rationale for selection:**

The textbook is up-to-date and is actively working against biases while addressing various subject matter in an academically, yet rigorous manner. It emphasizes historical thinking skills and does not shy away from difficult subject matter.



# AP Psychology Last Approved: 2016

**Current Reality:** In March 2024, the College Board significantly redesigned the curriculum for the AP Psychology course for the upcoming 2024-2025 school year. Several units were dropped or merged into other units. The format of the exam was significantly changed as well. The textbook the department is currently using is already 2 editions removed from the current edition of that textbook and is no longer aligned to the new College Board curriculum.

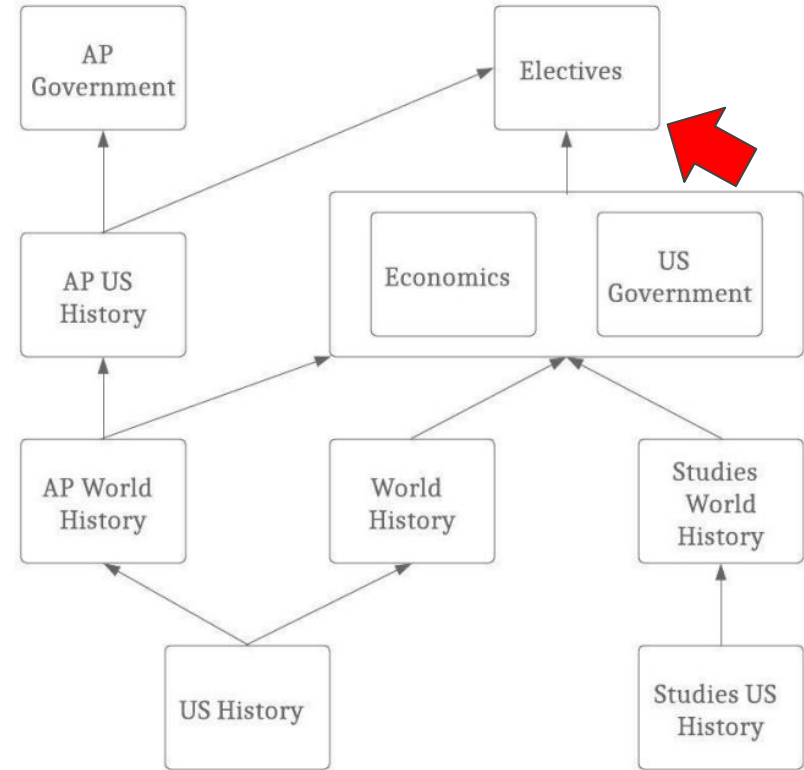
**Recommendation:** *Myers' Psychology for the AP Course*

## **Rationale for selection:**


This textbook aligns to the new curriculum requirements of the AP Psychology course (released March 2024) for the 2024-25 school year. Units align with the course and exam description (CED) provided by College Board. The textbook avoids biases of previously reviewed textbooks and addressed biases in the field of psychology's past in a way that allows students to learn from them and to be vigilant for them in the future instead of ignoring them. The book approaches sensitive subjects such as gender identity, sexual orientation, and psychological disabilities in a supportive and inclusive manner.

## **SOCIAL STUDIES FLOWCHART**

**REQUIRED: 3 CREDITS**



# In Conclusion

- These textbooks and materials will maintain and enhance the instructional excellence and learning at all levels. These materials will help to meet learners needs' academically, provide diverse perspectives and cultures, and utilize the district's 1:1 initiative.
  - The materials will position us well for the future, both in person and online.
  - All of these proposed textbooks have been reviewed by the District Advisory Council.
  - Materials are available for parent review at Central Office for the next two weeks.
  - District textbook review calendars will be reviewed and updated to ensure timely review and implementation of instructional resources.
- 

The background is a solid pink color. In the top right corner, there is a decorative graphic consisting of several overlapping triangles and squares in various shades of pink and magenta, creating a stepped, geometric pattern.

Questions?

# **OKEMOS PUBLIC SCHOOLS**

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**2024-25 Preliminary Budget Assumptions**

**Board Meeting of May 20, 2024**

# 2023-24 Preliminary Budget Revisions & Carryforward Impact on 2024-25 Budget

	Most Likely
<b>Preliminary Revised Net Change in Fund Balance</b>	<b>\$376,095</b>
<b>2023-24 Non-Structural, 1x revisions</b>	
Reductions in Grants	(458,194)
Open positions	(153,122)
State Aid- 22l Transportation Costs, 1x	(338,120)
State Aid - 31o Counselors, SSWs, psychs	(329,873)
State Aid - 31aa, Student Mental Health	(183,420)
Ingham ISD SE Revenue	(174,000)
COVID Cliff placeholder	(415,765)
Utilities (gas)	(29,000)
Operations Contracted Services	100,000
Other Financing Sources/Uses - Subscription IT	(29,700)
<b>Net Impact of Changes</b>	<b>(\$2,011,194)</b>
<b>Carry forward effect on General Fund Budget (6/30/25)</b>	<b>(\$1,635,099)</b>

# Expenditure Increases/Revenue Decreases

Decreases to General Fund	Optimistic	Most Likely	Worst Case
MPSERS rate increase (+.02% pts to 31.36%, eff. 10/1/24)	6,844	6,844	6,844
20f Hold Harmless Guarantee	239,545	239,545	239,545
23-24 Wage/Position adjustments to full year	356,655	356,655	356,655
Teacher division advancement (15,18,20)	135,000	162,000	180,000
23-24 Negotiations, steps & 1%*	1,404,957	1,404,957	1,404,957
23-24 Negotiations, health insurance +3.5%	177,916	177,916	177,916
<b>Graduation Alliance</b>	100,000	100,000	100,000
<b>+1.0 Speech &amp; Language Pathologist</b>	<b>103,720</b>	<b>103,720</b>	<b>103,720</b>
	<b>\$2,524,637</b>	<b>\$2,551,637</b>	<b>\$2,569,637</b>

\* Compensation Reference

Steps = \$942,910

1% wages = \$462,047

# Revenue Increases/Expenditure Decreases

<b>Increases to General Fund</b>	<b>Optimistic</b>	<b>Most Likely</b>	<b>Worst Case</b>
Increase in per-pupil Foundation Allowance (\$302,\$241,\$217)	1,391,300	1,110,300	999,700
Enrollment (Feb 24 +60.79; Oct 24: +35,+15,-5;) Blend 10/90	372,420	192,840	15,520
Increased Special Ed Categorical (CY est + 23-24 timing delay)	99,800	99,800	99,800
State Aid, District Transportation Funding Extension	338,120	253,590	253,590
Savings from teacher retirements (7)	276,990	276,990	276,990
K-8 New Curriculum, 1x savings	220,000	220,000	220,000
<b>Reduction in Sections (3 at elem, .4 HS)</b>	<b>347,922</b>	<b>347,922</b>	<b>347,922</b>
<b>Childcare Programming</b>	<b>500,000</b>	<b>500,000</b>	<b>500,000</b>
	<b>\$3,546,552</b>	<b>\$3,001,442</b>	<b>\$2,713,522</b>

## Projected Impact on General Fund Budget

	Optimistic	Most Likely	Worst Case
Expenditure Increases/Revenue Decreases	(\$2,524,637)	(\$2,551,637)	(\$2,569,637)
Revenue Increases/Expenditures Decreases	3,546,552	3,001,442	2,713,522
Net Impact on General Fund Balance	<b>\$1,021,915</b>	<b>\$449,805</b>	<b>\$143,885</b>
Carryforward effect on GF Budget (6/30/25)	(1,635,099)	(1,635,099)	(1,635,099)
Total Impact on General Fund Balance	<b>(\$613,184)</b>	<b>(\$1,185,294)</b>	<b>(\$1,491,214)</b>
<i>Fund Balance as a % of Expenditures</i>	<i>13.6%</i>	<i>12.8%</i>	<i>12.4%</i>

# Impending Budget Discussion 2024-25

Topics w/financial impact not in assumptions

- State Aid
- Grants
- Board Priorities

**Okemos Public Schools**  
**Preliminary Budget Assumptions**  
**2024-25**

<b>Increased Expenditures/Decreased Revenue</b>	<b>Optimistic</b>	<b>Most Likely</b>	<b>Worst Case</b>
MPSERS rate increase (+.02% pts to 31.36%, eff. 10/1/24)	6,844	6,844	6,844
20f Hold Harmless Guarantee	239,545	239,545	239,545
23-24 Wage/Position adjustments to full year	356,655	356,655	356,655
Teacher division advancement (15,18,20)	135,000	162,000	180,000
Negotiations, steps & 1%	1,404,957	1,404,957	1,404,957
Negotiations, health insurance +3.5%	177,916	177,916	177,916
Graduation Alliance	100,000	100,000	100,000
<b>+1.0 Speech &amp; Language Pathologist</b>	<b>103,720</b>	<b>103,720</b>	<b>103,720</b>
	<b>\$2,524,637</b>	<b>\$2,551,637</b>	<b>\$2,569,637</b>

<b>Increased Revenue/Decreased Expenditures</b>	<b>Optimistic</b>	<b>Most Likely</b>	<b>Worst Case</b>
Increase in per-pupil Foundation Allowance (\$302,\$241,\$217)	1,391,300	1,110,300	999,700
Enrollment (Feb 24 +60.79; Oct 24: +35,+15,-5;) Blend 10/90	372,420	192,840	15,520
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<b>Reduction in Sections (3 at elem, .4 HS)</b>	<b>347,922</b>	<b>347,922</b>	<b>347,922</b>
<b>Childcare Programming</b>	<b>500,000</b>	<b>500,000</b>	<b>500,000</b>
	<b>\$3,546,552</b>	<b>\$3,001,442</b>	<b>\$2,713,522</b>

<b>Projected Impact on General Fund Balance</b>	<b>\$1,021,915</b>	<b>\$449,805</b>	<b>\$143,885</b>
<b>Carry forward effect on General Fund Budget (6/30/25)</b>	<b>(1,635,099)</b>	<b>(1,635,099)</b>	<b>(1,635,099)</b>
<b>Total Impact on General Fund Balance</b>	<b>(\$613,184)</b>	<b>(\$1,185,294)</b>	<b>(\$1,491,214)</b>

\* - *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%
Audited 6/30/23	\$ 9,922,868	14.6%
2023-24 Original Budget	\$ 8,403,602	12.4%
2023-24 Revised Budget	\$ 9,801,631	14.0%
2023-24 Revised Budget #2, Proposed	\$ 10,298,963	14.6%
<b>Pro Forma 6/30/25</b>		
<i>optimistic</i>	<b>\$ 9,685,779</b>	<b>13.6%</b>
<i>most likely</i>	<b>\$ 9,113,669</b>	<b>12.8%</b>
<i>worst case</i>	<b>\$ 8,807,749</b>	<b>12.4%</b>



May 16, 2024

Members of the Michigan Legislature  
Lansing

Dear Senators and Representatives,

Collectively, the undersigned represent classroom teachers, school board members, school administrators, school support staff, and other educators in every corner of the state. **We write to you today in support of maintaining all Section 147 allocations in the upcoming FY 2024-2025 budget, permanently lowering the cap of school contributions to reflect the full funding of the MPSERS OPEB Trust Fund and committing to continued reductions of this rate moving forward. We also call for the state to discontinue the requirement that school employees pay three percent of their salaries toward retiree health debt that has, through our collective sacrifice, been eliminated.** In our continuing effort to address the educator shortage, this legislative action has the potential to significantly enhance the educational experiences and outcomes for Michigan students, educators, and the broader educational community. It will provide vital benefits to students and educators in all school districts across Michigan while continuing to support the pension system.

For far too long, our K-12 educational system has been overshadowed by the consequences of risky financial decisions made decades ago by past elected officials. These decisions have resulted in substantial unfunded liabilities and debts, which compromised the stability of retirement and healthcare funds for our dedicated educators. **For over a decade, local school districts and educators have shouldered the cost of this mismanagement and collectively paid down this debt out of our own coffers and paychecks. This has stabilized the system, but at the cost of diverting funds that should enrich classrooms, improve student learning, and fairly compensate our hardworking educators.**

With the healthcare portion of the retirement fund on track to be fully funded, Michigan has a historic opportunity to rectify these past mistakes without imposing additional tax burdens on citizens or cutting other state programs.

**Specifically, we believe state lawmakers can and should:**

1. **Maintain all Section 147 allocations in the upcoming FY 2024-2025 budget,**
2. **Permanently lower the cap of school contributions by 7.06% to reflect the full funding of the MPSERS OPEB Trust Fund,**
3. **Commit to continuing to lower this rate in future budgets, and**
4. **Discontinue the requirement that school employees pay three percent of their salaries toward the MPSERS OPEB Trust Fund.**

This action would lower costs for schools immediately and into the future, freeing up an average of \$500 per pupil in essential resources that schools can invest directly into the programs and people that promote student success. This would both alleviate current financial pressures and reduce the expense of future investments by lowering the cost of hiring staff. In an industry where 85% of the costs are payroll, this will help recruit and retain the best educators for our students and create a more stable K-12 environment. Together, we can ensure sustainable educational investments, permanently improve the fiscal landscape of our schools, and thereby enhance the quality of education we offer to every student.

**Furthermore, this decision would demonstrate a commitment to maintaining the integrity and stability of the retirement system, ensuring it continues to serve its purpose without placing undue financial strain on future generations.** We urge you to view this not only as a fiscal decision but also as a moral imperative. Our students and educators should no longer have to bear the consequences of past policy errors. They deserve a fully funded, vibrant educational experience, which can only be achieved if we ensure our tax dollars are utilized in the classroom where they belong.

In conclusion, as you enter final negotiations on next year's School Aid budget, we urge you to **continue the full FY 23-24 Section 147 allocation, permanently lower the cap on school district and individual employee contributions toward now-resolved retiree health debt and commit to continued reduction of the payroll percentage that the state requires school districts to return to cover retirement obligations.** This action not only honors our commitment to current students and educators but also sets a precedent for responsible and equitable governance in K-12 public education funding.

Thank you for considering this historical and transformative opportunity to make a lasting impact on the lives of Michigan students.

Sincerely,

Chandra Madafferi, Michigan Education Association  
Terrence Martin, AFT-MI  
Peter Spadafore, Michigan Alliance for Student Opportunity  
Dr. Tina Kerr, Michigan Association of Superintendents and Administrators  
Don Wotruba, Michigan Association of School Boards  
Wendy Zdeb, Michigan Association of Secondary School Principal  
Robert Dwan, Michigan School Business Officials  
Dr. John Severson, Michigan Association of Intermediate School Administrators  
Paul Liabenow, Michigan Elementary and Middle School Principals Association  
Abby Cypher, Michigan Association of Administrators of Special Education  
Dirk Weeldreyer, School Equity Caucus  
Dan Behm, Education Advocates of West Michigan  
Robert McCann, K-12 Alliance of Michigan

CC: Gov. Gretchen Whitmer  
Budget Director Flood  
State Board of Education Members