

Okemos Board of Education
Okemos, Michigan 48864
REGULAR MEETING MARCH 22, 2021

PAGE 8852
3-22-2021

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

Call To Order

Members Present: Dean Bolton, Katie Cavanaugh, Mary Gebara, Melanie Lynn, Vincent Lyon-Callo, Andrew Phelps and Jayme Taylor

Administrators: Superintendent John Hood; Assistant Superintendent Stacy Bailey; and Finance Director Elizabeth Lentz

I, Dean Bolton am attending this March 22, 2021 regular board meeting remotely. I am physically located in Benzie County in the State of Michigan. I am able to have two-way communication for this Board meeting.

I, Katie Cavanaugh am attending this March 22, 2021 regular board meeting remotely. I am physically located in Ingham County in the State of Michigan. I am able to have two-way communication for this Board meeting.

I, Mary Gebara am attending this March 22, 2021 regular board meeting remotely. I am physically located in Ingham County in the State of Michigan. I am able to have two-way communication for this Board meeting.

I, Melanie Lynn am attending this March 22, 2021 regular board meeting remotely. I am physically located in Ingham County in the State of Michigan. I am able to have two-way communication for this Board meeting.

I, Vincent Lyon-Callo am attending this March 22, 2021 regular board meeting remotely. I am physically located in Ingham County in the State of Michigan. I am able to have two-way communication for this Board meeting.

I, Andy Phelps am attending this March 22, 2021 regular board meeting remotely. I am physically located in Ingham County in the State of Michigan. I am able to have two-way communication for this Board meeting.

I, Jayme Taylor am attending this March 22, 2021 regular board meeting remotely. I am physically located in Ingham County in the State of Michigan. I am able to have two-way communication for this Board meeting.

Former Human Resources Director Cheri Meier and MSU Associate Director for Graduate Programs Dr. Angela Hall presented information regarding the district's efforts to diversify its workforce. Ms. Meier reviewed the goals in both the Strategic and Equity Plans regarding diversifying the district's workforce. Hiring trends from 2016-2020 were described as well as the importance of diverse hires. The district's efforts to attract, hire and retain were reviewed, along with the philosophical shift away from candidates coming from "like" districts towards those with diverse experiences. Multiple posting methods, networking avenues and diverse hiring committees are examples of strategies implemented. Michigan teacher pipeline data indicated those enrolled in teacher preparation programs; and Okemos specific data was shared.

Diversifying
OPS Workforce

Dr. Hall shared recommendations and next steps for the district which included a data collection system; exploring opportunities to promote the district; additional partnership

opportunities; cohort hiring; growing our own; increased mentoring; in-person recruitment; and alternative paths to teacher certification.

Members discussed the following: best practices and successful districts; data collection and regular reports; how to assess success; board policies regarding hiring and retaining; separate data for teachers and administrators; diverse Michigan Colleges and Universities with teacher prep programs; internships; exit interviews; how to obtain data for protected classes; suggested additional discussion item.

The board continued its discussion regarding the Safe Return to School Plan. Superintendent Hood reviewed House Bill 4048 requirements, as well as possible uses for the funds. He described current realities including timelines, recent professional development for staff; and building preparations. Mr. Hood provided an update on the following: PPE and cleaning protocols; transportation and video for families; HR and staffing including antigen testing to begin March 29th; resources and information on the district's website; calendar impacts including standardized testing; a proposed April 21-25th selection window; expressed gratitude to staff, board, families and OEF.

Safe Return to
School Plan

Assistant Superintendent Bailey reported on the upcoming standardized testing and the in-person requirement. Families may opt out by contacting their building principal.

Members inquired about the following: special education needs; virtual and in-person student interactions; testing; impact on funding if district must return to all online; CDC guidelines; teacher support; and evaluation data including a student survey.

Assistant Superintendent Bailey provided an update to the Board and community regarding updates and revisions to the District's Extended Learning plan. The district now has both online and in-person instructional delivery modes. Schedules were reviewed. A summary of the two-way interaction rates and averages was given, as well as additional K-1 benchmark assessment data from multiple sources. Social-emotional screener data was also shared.

Extended
Learning Plan

Members inquired about the speed at which the district receives the results of the screener and how fast the district can respond or intervene.

Jean Lee, Sunny Han and Michelle Arndt addressed the board regarding the AAPI experience; and Kim Ward addressed the board concerning the virtual versus in-person learning experience.

Citizens Address
Agenda & Non-
Agenda Items

Superintendent Hood reported on the following: increase in racism towards the AAPI community; retirements; the emergency purchase of additional plexi-glass barriers at a cost of \$42,000 allowed by policy 3323 Purchasing; upcoming ballot initiatives including a sinking fund renewal and non-homestead millage renewal; year-end activities and events; upcoming PLC; and the next board meeting will be held at the OHS Auditorium.

Superintendent's
Report

Member inquired about the following: policy regarding families traveling on spring break; required vs recommended quarantine periods; policy regarding students returning to online learning; and antigen testing for athletes.

Student Representative Lauren reported on the following: end of year activities; t-shirt design competition; AP testing; and a band booster fundraiser.

High School
Student Report

President Bolton acknowledge correspondence from the following: Tabatha Shaulis, Angi Beland, Laura Shuart, Elizabeth Gauthier, Jessica Warren, Molly Stapleton, Casey McAndrew, Amy Basel, Chris Dana, Nick Erikson, Jane Manfredi, Diane Hyatte, Chris and Tapscott, Yingxin Zhou, Andrea Stay, Theresa Weber, YTSTO, Chrislyn Particka, Lindsay Heinzlmann, Margaret Cook, Dave Zink, Burcu Tasoluk, Kimberle Midgley, Shelley Kaye, regarding the return to school planning; Young Mi Choi-DeYoung regarding Covid cases; Cathy Cunningham regarding HVAC system upgrades; Charles Arrington concerning an alumni student incident; Yingxin Zhou regarding the Meridian Township Board’s agenda items; David Randels concerning state testing; Kyle Kaminski and Mikayla Temple regarding interviews for a news piece; and Sarah Wohlford regarding the Covid dashboard and metrics.

Members inquired about the district ensuring communication regarding expectations as it pertains to diversity, equity and inclusion. Several future discussion items were suggested including expectations; racial inequity in schools; school start times; and assessment data for K-4.

Consent Agenda

MOVED by Jayme Taylor SUPPORTED by Mary Gebara that the board approve items 1 and 2 for immediate implementation and appropriate action.

Item 1: Approval of the minutes of the Regular Meeting of March 8, 2021;

Item 2: Approval of the minutes of the Special Meeting of March 12, 2021;

Item 3: Approve the requested leave of absence for Madison Diamond, Math Teacher at Kinawa for the period of April 19th through June 11, 2021; and Rosaria Matina, 2nd Grade Teacher at Bennett Woods Elementary School for the period of March 18th through June 11, 2021.

Item 4: Approve the renewal of a Personal Leave of Absence for Meredith Roe, Speech & Language Pathologist at Central Montessori and Cornell Elementary Schools; and Laura Sauer, English Teacher at Okemos High School for the 2021-2022 school year.

Roll Call Vote

Dean Bolton	Yes	Vincent Lyon-Callo	Yes
Katie Cavanaugh	Yes	Andrew Phelps	Yes
Mary Gebara	Yes	Jayme Taylor	Yes
Melanie Lynn	Yes		

AYE: 7 NAY: 0 ABSENT: 0 **MOTION CARRIED**

MOVED by Mary Gebara, SUPPORTED by Melanie Lynn that the board endorse the OHS Music student trip to Hawaii, scheduled for March 24-March 31, 2022 with the understanding the students will abide by all school policies and procedures while abroad.

Music Student
Trip

Roll Call Vote

Dean Bolton	Yes	Vincent Lyon-Callo	Yes
Katie Cavanaugh	Yes	Andrew Phelps	Yes
Mary Gebara	Yes	Jayme Taylor	Yes
Melanie Lynn	Yes		

AYE: 7 NAY: 0 ABSENT: 0 **MOTION CARRIED**

MOVED by Mary Gebara, SUPPORTED by Andy Phelps that the board approve the district’s Extended Learning Plan as required by law.

Extended
Learning Plan
Reconfirmation

Roll Call Vote

Dean Bolton	Yes	Vincent Lyon-Callo	Yes
Katie Cavanaugh	Yes	Andrew Phelps	Yes
Mary Gebara	Yes	Jayme Taylor	Yes

AYE: 7 NAY: 0 ABSENT: 0 **MOTION CARRIED**

Technology Director Tom Isom presented a proposal for the replacement of elementary student devices funded by the Facilities/Technology/Security/Transportation and Capital Outlay Bond. Administration is recommending the purchase of Lenovo Dell devices.

Technology
Purchases

The board continued their discussion regarding the development of the 2021-2022 budget. Director Lentz provided updated assumptions including teacher division advancements; savings from retirements; and community education adjustments resulting in a positive impact on the general fund of \$487,867. Director Lentz also described impending budget discussions including staffing, negotiations, possible expenses if there is a mascot change and board priorities.

2021-2022
Budget
Development

John Lambert addresses the board regarding an MDHSS rapid testing drive thru location at Ingham ISD.

Public Comment

The rapid testing location and information will be communicated to buildings to distribute to families.

Other Matters

President Bolton adjourned the regular meeting at 10:25 p.m.

Adjourn

Katie Cavanaugh, Secretary