Okemos Board of Education Okemos, Michigan 48864
REGULAR MEETING SEPTEMBER 8, 2025

The regular meeting of the Okemos Board of Education was called to order by Vice President Phelps at 6:30 p.m.

Members Present: Jason Burns, Katie Cavanaugh, Shulawn Doxie, Andy Phelps, Leeni Shrestha and Jillian Winn
Members Absent: Tom Buffett
Administration: Superintendent John Hood; Interim HR Director Peter Trezise

MOVED by Katie Cavanaugh, SUPPORTED by Jillian Winn that the board adjourn to Executive Session pursuant to Section 8(a) of the Open Meetings Act for the purpose of discussing contract negotiations.
Roll Call

Tom Buffett	---	Andy Phelps	Yes
Jason Burns	Yes	Leeni Shrestha	Yes
Katie Cavanaugh	Yes		
Shulawn Doxie	Yes		

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

The board adjourned to executive session at 6:31 p.m.

The board reconvened from executive session at 7:17 p.m.

Members Present: Jason Burns, Katie Cavanaugh, Shulawn Doxie, Andy Phelps, Leeni Shrestha and Jillian Winn
Members Absent: Tom Buffett
Administration: Superintendent John Hood; Interim HR Director Peter Trezise; Assistant Superintendent Stacy Bailey; Finance Director Elizabeth Lentz

Members reported on the following: recent football game, including the band, dance team and cheerleaders; introduction of the mascot; opening day assembling; and the 2nd Annual Wolf Run.

Superintendent Hood presented information regarding the proposed Normal Salary Increase (NSI) schedule. The schedule is necessary for protecting employees who are a part of bargaining unit and who do not have salary schedules. Without the schedule, ORS can use methods of their choosing to determine if compensation is going to be included in the employee's final compensation calculation for pension purposes. These methods have not been communicated with districts. Mr. Hood reviewed possible options and the rationale for selecting the option that the district is proposing. The district has not given and is not guaranteeing a 3% raise for these employees. HR Interim Director Pete Trezise provided the legal background establishing the need for this schedule. The schedule sets a cap/ceiling, while also allowing flexibility and increasing the chances that ORS will allow the wage increases. No guidance has been provided to explain what would happen if a district didn't adopt a NSI schedule.

Members inquired as to the following: timelines; how is the amount determined; does everyone receive the same raise; positions listed that aren't currently filled; provided statistics comparing OPS to area schools in the county as they pertain to foundation allowance per pupil and instructional spending.

High School Representatives reported on the following: clubs including WILL and BPA; upcoming homecoming activities; recent football game and victory; other athletic updates; and parking spot painting.

Superintendent Hood mentioned a donation the district received to help fund clubs.

Superintendent Hood provided information regarding the development of the Strategic Plan. A summary of year one activities and strategies, including the evidence and outcomes accompanying each strategy. Examples under each goal area were given. The following goal areas were identified: Communications and Community Engagement, Personnel and Leadership, Operations and Facilities, Learning Environment and Culture and Academics and Programs. A brief review of the plan's current status was presented including core values, goal areas, mission and vision statements, stakeholders involved, and the process that will be used. An overview of the year one operational plan was also given with examples. Each goal area consists of three to five activities, evidence needed, and extends to if then, so what questions. In addition, year two through five strategies have been brainstormed. Next steps were described that include board monitoring and assessment of strategies.

Members discussed the following: portrait of a learner and portrait of a graduate; stakeholder engagement; and method for receiving progress updates.

Ryan Doyle addressed the board regarding the proposed NSI schedule as well as follow up conversations after the last board meeting.

Superintendent Hood reported on the following: phone transition update; upcoming presentation regarding the Kinawa remediation project; forecasted future bond presentation and 2022 bond draw; MASA and superintendent advocacy at the state level; survey tool update; upcoming enrollment update; the district received a donation from an anonymous donor specifically for funding clubs and the board will accept that donation at its next meeting.

Member Doxie thanked the donor and inquired about how the funds will be distributed to clubs.

Vice President Phelps acknowledged correspondence from the following: Cornell Elementary Teachers and Justin Turner concerning the proposed NSI schedule; Ryan Doyle regarding board meeting materials; and Nicole Benitez regarding student and school safety.

Member Phelps provided an update from the community engagement ad hoc committee; as well as the board operating procedures committee.
Members Shrestha and Cavanaugh provided an update from the advocacy committee.
Member Burns provided a policy committee update.

MOVED by Shulawn Doxie, SUPPORTED Jillian Winn that the board approve items 1 and 2 for immediate implementation and appropriate action. Item 1: Approval of the Minutes of the Special Meeting of August 21, 2025; and Item 2: Approval of the Minutes of the Executive Session Meeting of August 21, 2025.

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

MOVED by Jillian Winn, SUPPORTED Katie Cavanaugh that the board award the purchase of classroom books to Barnes & Noble, not to exceed $113,565.75, and Other Sources not to exceed $14,466.39 and to be funded through the 35J Grant.
Roll Call

Tom Buffett	---	Andy Phelps	Yes
Jason Burns	Yes	Leeni Shrestha	Yes
Katie Cavanaugh	Yes		
Shulawn Doxie	Yes		

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

MOVED by Katie Cavanaugh, SUPPORTED by Shulawn Doxie that the board approve the expenses due to the OPM tunnel repair project funded by the building and site sinking fund, in an amount not to exceed $84,750.
Roll Call

Tom Buffett	---	Andy Phelps	Yes
Jason Burns	Yes	Leeni Shrestha	Yes
Katie Cavanaugh	Yes		
Shulawn Doxie	Yes		

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

MOVED by Jason Burns, SUPPORTED Katie Cavanaugh that the board waive the reading and adopt the resolution approving the Normal Salary Increase (NSI) salary schedules for the Superintendent, Assistant Superintendent, Select Staff Leadership Tier, and Select Staff, subject to Board approval, modification, and annual limits as outlined.

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

It was determined that Andy Phelps would serve as the representative as the upcoming MASB delegate assembly.

The board discussed a new year-at-a-glance document that would be a one-page reference guide to outline the board's work throughout the year and forecast topics, work sessions, priorities etc.

There were no public comments.

The board received a reminder of the October 13th CMS walkthrough at 5 p.m.

Vice President Phelps adjourned the special meeting at 9:05 p.m.

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Shulawn Doxie, Secretary