

Board of Education Tom Buffett President, 2025-2026	Okemos Public Schools board@okemosk12.net http://okemosk12.net	4406 Okemos Road Okemos, Michigan 48864 Phone: 517-706-5010
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This agenda is for general informational purposes only. Based on board policy, the board of education may revise this agenda and may take up other issues at the meeting.

5:30 PM

**MEETING AGENDA
Tuesday, May 27, 2025**

Community Conference Rm

CALL TO ORDER

Tom Buffett, Jason Burns, Katie Cavanaugh, Shulawn Doxie, Andrew Phelps, Leeni Shrestha and Jillian Winn

WELCOME AND MEETING FORMAT (2 Min)

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

There is one opportunity for public comment: Citizens who wish to address agenda or non-agenda items will have an opportunity at the beginning 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.

At the appropriate point in the agenda, the board president will call upon individuals who have submitted a blue card for their comments.

ADJOURN TO EXECUTIVE SESSION – Contract Negotiations

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

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

RECONVENE

Tom Buffett, Jason Burns, Katie Cavanaugh, Shulawn Doxie, Andrew Phelps, Leeni Shrestha and Jillian Winn

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 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.

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.

2024-2025 Amended Budget

As required by law, the 2024-2025 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 2024-2025 budget revisions during its meetings in April and May.

That the board approve the amended 2024-2025 Budget (Roll Call Vote).

IISD Budget

Each constituent school district has the opportunity to review and pass a resolution in support or non-support of the annual proposed Ingham Intermediate School District (IISD) general fund budget.

That the board waive the reading and adopt the resolution supporting the Ingham Intermediate School District 2025-2026 general fund budget as proposed. (Roll Call Vote).

Ingham Intermediate School District Bi-Annual Election (Revised)

Ingham Intermediate School Board members are elected by the constituent local district boards of education. The Okemos Board of Education previously discussed appointing Andy Phelps as representative and Tom Buffett as alternate on the electoral body to fill two six-year terms of office, and one partial term of office on the Ingham ISD board of education.

That the board waive the reading and adopt the resolution designating Andy Phelps as its representative and Tom Buffett as alternate, to the electoral body for the June 2, 2025 Ingham Intermediate School District election of board members and instruct Member Phelps concerning the board's choice of Michael Flowers and Erin Schor to fill two vacant six-year terms, and Joel Gerring to fill the partial two-year term of office on the Ingham ISD board of education (Roll Call Vote).

WORK SESSION: 2025-2026 Budget Development

The board will enter into a work session for the purpose of developing the 2025-2026 budget. Potential budget reductions and revenue opportunities will be discussed.

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.

ADJOURN

Okemos Public Schools
General Fund Budgetary Comparison Schedule
Year Ended June 30, 2025 as of May 19, 2025

	2024-25 Revised Budget #1	2024-25 Revised Budget #2	Impact of Change
REVENUES:			
Local sources	\$ 18,873,654	\$ 19,101,274	\$ 227,620
State sources	50,476,615	51,370,962	\$ 894,347
Federal sources	831,130	1,011,521	\$ 180,391
Total revenues	<u>70,181,399</u>	<u>71,483,757</u>	<u>1,302,358</u>
EXPENDITURES:			
Instruction:			
Basic programs	33,180,333	32,958,209	222,124
Added needs	9,035,101	9,309,622	(274,521)
Total instruction	<u>42,215,434</u>	<u>42,267,831</u>	<u>(52,397)</u>
Supporting services:			
Pupil	5,646,504	5,807,016	(160,512)
Instructional staff	3,473,612	3,563,347	(89,735)
General administration	768,995	852,714	(83,719)
School administration	3,818,821	3,911,634	(92,813)
Business	996,278	1,008,237	(11,959)
Operations and maintenance	6,728,747	7,447,833	(719,086)
Transportation	1,369,416	1,398,084	(28,668)
Central	2,445,720	2,488,210	(42,490)
Athletics	882,647	1,009,449	(126,802)
Total supporting services	<u>26,130,740</u>	<u>27,486,524</u>	<u>(1,355,784)</u>
Facilities Construction/Improvement	-	30,000	(30,000)
Community services	3,487,638	3,687,162	(199,524)
Payments to other governmental agencies	9,600	9,600	-
Total Expenditures	<u>71,843,412</u>	<u>73,481,117</u>	<u>(1,637,705)</u>
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENDITURES	<u>(1,662,013)</u>	<u>(1,997,360)</u>	<u>(335,347)</u>
OTHER FINANCING SOURCES (USES):			
Transfers in	\$ 80,000	\$ 80,000	\$ -
Extra-Ordinary Revenue	36,359	255,491	\$ 219,132
Other Financing Uses	93,523	71,133	22,390
Total other financing sources (uses)	<u>22,836</u>	<u>264,358</u>	<u>241,522</u>
NET CHANGE IN FUND BALANCE	<u>\$ (1,639,177)</u>	<u>\$ (1,733,002)</u>	<u>\$ (93,825)</u>
FUND BALANCE, UNASSIGNED:			
Beginning of year	10,928,321	10,928,321	-
End of year	<u>\$ 9,289,144</u>	<u>\$ 9,195,319</u>	<u>\$ (93,825)</u>

**Okemos Public Schools
General Operating Fund
2024-25 Revised Budget #2**

	2024-25 Revised Budget #1	2024-25 Revised Budget #2	Impact of Change
Revenues			
Local	13,501,654	13,451,774	(49,880)
State	50,476,615	51,370,962	894,347
Federal	831,130	1,011,521	180,391
Transfers - ISD	5,372,000	5,649,500	277,500
Other Financing Sources	116,359	335,491	219,132
Total Revenues	70,297,758	71,819,248	1,521,490
Expenditures			
Elementary Instruction	9,665,844	9,940,214	(274,370)
Middle School Instruction	8,904,465	9,130,129	(225,664)
High School Instruction	10,731,035	9,960,605	770,430
Montessori (PPK-8)	3,539,190	3,623,957	(84,767)
Beginnergarten	181,244	186,591	(5,347)
Summer Programs	158,555	116,713	41,842
Special Education	10,479,051	10,756,723	(277,672)
Compensatory Education	1,830,892	1,912,393	(81,501)
Gifted Programs	145,748	145,748	-
Guidance Services	1,636,370	1,680,086	(43,716)
Other Pupil Services	735,292	767,436	(32,144)
Improvement of Instruction	2,213,184	2,272,237	(59,053)
Educational Media Services	642,305	659,865	(17,560)
Direction of Special Education	325,713	332,282	(6,569)
Other Instructional Staff Services	146,662	153,215	(6,553)
Board of Education	121,300	188,700	(67,400)
Executive Administration	647,695	664,014	(16,319)
School Administration	3,818,821	3,911,634	(92,813)
Fiscal Services	650,762	660,726	(9,964)
Internal Services	126,916	128,911	(1,995)
Other Business Services	218,600	218,600	-
Communication Services	193,241	204,326	(11,085)
Staff/Personnel Services	336,071	342,138	(6,067)
Technology Services	1,916,408	1,941,746	(25,338)
Operations & Maintenance	6,715,747	7,432,833	(717,086)
Pupil Transportation	1,367,416	1,396,084	(28,668)
Athletics	882,647	1,009,449	(126,802)
Community Education	3,502,638	3,704,162	(201,524)
Other Governmental Agencies	9,600	9,600	-
Other Financing Uses	93,523	71,133	22,390
Total Expenditures	71,936,935	73,552,250	(1,615,315)
Effect on Fund Balance	(1,639,177)	(1,733,002)	(93,825)

**Okemos Public Schools
General Operating Fund
2024-25 Revised Budget #2**

	2024-25 Revised Budget #1	2024-25 Revised Budget #2	Impact of Change
Revenues:			
Local Sources:			
Property Taxes	10,416,515	10,278,729	(137,786)
Community Ed, Programming	2,200,488	2,211,768	11,280
Community Ed, Facility Rental	77,000	77,000	0
Community Ed, Senior Center	114,161	114,161	0
Athletics, Registration Fees	150,000	150,000	0
Athletics, Gate Receipts	95,000	95,000	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)	70,000	70,000	0
Donations	8,000	14,626	6,626
Miscellaneous	198,632	268,632	70,000
State Sources:			
Foundation	32,975,072	33,092,877	117,805
Special Education	4,494,992	4,494,992	0
Hold Harmless	239,545	239,545	0
MPSERS Stabilization	3,423,155	3,423,155	0
MPSERS Cost Offset	4,617,887	5,182,403	564,516
Transportation	338,120	338,120	0
At-Risk	1,138,153	1,138,153	0
Assessment & Literacy	114,263	101,990	(12,273)
Great Start Readiness Grant	688,523	855,662	167,139
Mental Health & Safety Grants	729,677	767,716	38,039
MI Kids Back on Track (extended year)	435,963	435,963	0
Other	1,281,265	1,300,386	19,121
Federal Sources			
Title I, II, III, IV	286,709	376,454	89,745
Special Education IDEA	18,881	18,881	0
Medicaid Outreach	40,000	40,000	0
Cornovirus Relief Funds	485,540	485,540	0
Filter First	-	90,646	90,646
Transfers - ISD			
Special Education ISD	5,372,000	5,599,500	227,500
Other ISD	-	50,000	50,000
Other Financing Sources			
Transfers to General Fund	80,000	80,000	0
Extra-Ordinary Revenue	36,359	255,491	219,132
	<u>70,297,758</u>	<u>71,819,248</u>	<u>1,521,490</u>
Summary of Fund Balance			
Beginning Fund Balance	10,928,321	10,928,321	0
Operational surplus (deficit)	(1,639,177)	(1,733,002)	(93,825)
Ending Fund Balance	<u>9,289,144</u>	<u>9,195,319</u>	<u>(93,825)</u>
	<u>12.9%</u>	<u>12.5%</u>	

**Okemos Public Schools
General Operating Fund
2024-25 Revised Budget #2**

	2024-25 Revised Budget #1	2024-25 Revised Budget #2	Impact of Change
Elementary Instruction, 111			
Wages			
Cornell	1,792,852	1,794,182	(1,330)
Hiawatha	1,689,171	1,716,065	(26,894)
Bennett Woods	1,771,571	1,786,937	(15,366)
Benefits			
Cornell	383,690	378,533	5,157
Hiawatha	324,369	321,674	2,695
Bennett Woods	364,980	361,609	3,371
Retirement & FICA			
Cornell	876,270	934,687	(58,417)
Hiawatha	825,976	896,227	(70,251)
Bennett Woods	865,890	927,760	(61,870)
Contracted Staff & Services			
Cornell	29,450	28,450	1,000
Hiawatha	49,450	58,450	(9,000)
Bennett Woods	29,450	37,070	(7,620)
Supplies & Other			
Cornell	124,018	129,652	(5,634)
Hiawatha	123,791	129,425	(5,634)
Bennett Woods	127,484	135,121	(7,637)
Textbooks, New & Replacement			
Cornell	7,884	7,884	-
Hiawatha	7,920	7,920	-
Bennett Woods	8,568	8,568	-
Outgoing Transfer - Substitutes	263,060	280,000	(16,940)
	9,665,844	9,940,214	(274,370)
Beginnergarten, 117			
Wages	115,408	115,408	-
Benefits	8,328	8,328	-
Retirement & FICA	56,284	61,631	(5,347)
Supplies & Other	864	864	-
Textbooks, New & Replacement	360	360	-
	181,244	186,591	(5,347)
Grades 5-8 Instruction, 112			
Wages			
Kinawa	2,478,347	2,501,909	(23,562)
Chippewa	2,562,456	2,584,980	(22,524)
Benefits			
Kinawa	462,966	453,464	9,502
Chippewa	402,247	401,047	1,200
Retirement & FICA			
Kinawa	1,210,585	1,308,486	(97,901)
Chippewa	1,251,511	1,364,890	(113,379)
Contracted Staff & Services			

**Okemos Public Schools
General Operating Fund
2024-25 Revised Budget #2**

	2024-25 Revised Budget #1	2024-25 Revised Budget #2	Impact of Change
Kinawa	19,200	19,200	-
Chippewa	9,300	9,300	-
Supplies & Other			
Kinawa	106,773	106,636	137
Chippewa	48,590	46,707	1,883
Textbooks, New & Replacement			
Kinawa	7,340	6,410	930
Chippewa	7,250	6,600	650
Tuition Payments (MVU)	8,000	8,000	-
Outgoing Transfer - Substitutes	329,900	312,500	17,400
	8,904,465	9,130,129	(225,664)
High School Instruction, 113			
Wages	5,533,295	5,374,007	159,288
Benefits	877,535	871,060	6,475
Retirement & FICA	3,354,350	2,776,583	577,767
Contracted Staff & Services	16,000	16,000	-
Supplies & Other	102,945	102,945	-
Textbooks, New & Replacement	135,126	135,126	-
Student Recovery Services	220,384	220,384	-
Dual Enrollment	160,000	160,000	-
Tuit Pymts (Early College, MVU, HSDCI)	110,000	124,000	(14,000)
Outgoing Transfer - Substitutes	221,400	180,500	40,900
	10,731,035	9,960,605	770,430
Montessori Elementary, 116			
Wages	1,312,048	1,322,758	(10,710)
Benefits	261,753	257,443	4,310
Retirement & FICA	641,506	689,431	(47,925)
Contracted Staff & Services	10,904	10,904	-
Supplies & Other	117,989	123,623	(5,634)
Textbooks, New & Replacement	5,418	5,418	-
Outgoing Transfer - Substitutes	50,960	68,500	(17,540)
	2,400,578	2,478,077	(77,499)
Montessori 5-8, 112-9700			
Wages	666,375	666,375	-
Benefits	146,796	146,796	-
Retirement & FICA	324,991	324,991	-
Contracted Staff & Services	450	450	-
Supplies & Other	-	5,688	(5,688)
Textbooks, New & Replacement	-	1,580	(1,580)
	1,138,612	1,145,880	(7,268)
Total Montessori Instruction	3,539,190	3,623,957	(84,767)

**Okemos Public Schools
General Operating Fund
2024-25 Revised Budget #2**

	2024-25 Revised Budget #1	2024-25 Revised Budget #2	Impact of Change
Summer Programs			
Wages	58,076	58,076	-
Retirement & FICA	31,637	31,637	-
Contracted Staff & Services	27,000	27,000	-
	116,713	116,713	-
Special Education - Instructional Programs 122			
Wages	4,210,112	4,249,412	(39,300)
Benefits	784,385	784,385	-
Retirement & FICA	2,050,462	2,195,982	(145,520)
Contracted Staff & Services	58,650	58,650	-
Supplies & Other	27,000	27,000	-
Textbooks, New & Replacement	800	800	-
Outgoing Transfer - Substitutes	72,800	81,000	(8,200)
	7,204,209	7,397,229	(193,020)
Special Education - Psychological Services, 214			
Wages	431,570	434,570	(3,000)
Benefits	68,186	68,186	-
Retirement & FICA	211,611	228,868	(17,257)
Contracted Staff & Services	1,200	1,200	-
Supplies & Other	5,000	5,000	-
	717,567	737,824	(20,257)
Special Education - Speech & Language Services, 215			
Wages	534,376	538,576	(4,200)
Benefits	62,389	62,389	-
Retirement & FICA	261,517	279,618	(18,101)
Contracted Staff & Services	1,520	1,520	-
Supplies & Other	1,400	1,400	-
	861,202	883,503	(22,301)
Special Education - Social Work Services, 216			
Wages	730,808	730,808	-
Benefits	93,015	92,525	490
Retirement & FICA	357,667	386,556	(28,889)
Contracted Staff & Services	1,520	1,520	-
Supplies & Other	1,400	1,400	-
	1,184,410	1,212,809	(28,399)
Special Education - Teacher Consultants, 218			
Wages	262,459	263,059	(600)
Benefits	48,063	48,063	-
Retirement & FICA	128,003	139,968	(11,965)
	438,525	451,090	(12,565)

**Okemos Public Schools
General Operating Fund
2024-25 Revised Budget #2**

	2024-25 Revised Budget #1	2024-25 Revised Budget #2	Impact of Change
Special Education - Interpreter			
Wages	47,201	47,201	-
Benefits	2,917	2,917	-
Retirement & FICA	23,020	24,150	(1,130)
	<u>73,138</u>	<u>74,268</u>	<u>(1,130)</u>
Total Special Education	<u>10,479,051</u>	<u>10,756,723</u>	<u>(277,672)</u>
Compensatory Education , 125 & 126, 361			
Wages	867,543	875,279	(7,736)
Benefits	117,039	117,039	-
Retirement & FICA	435,435	455,880	(20,445)
Contracted Staff & Services	409,474	417,083	(7,609)
Supplies & Other	43,243	47,112	(3,869)
	<u>1,872,734</u>	<u>1,912,393</u>	<u>(39,659)</u>
Gifted Programs, 9200			
Wages	94,154	94,154	-
Benefits	5,675	5,675	-
Retirement & FICA	45,919	45,919	-
	<u>145,748</u>	<u>145,748</u>	<u>-</u>
Guidance Services, 212			
Wages	986,541	998,541	(12,000)
Benefits	165,694	165,554	140
Retirement & FICA	481,135	512,991	(31,856)
Supplies & Other	3,000	3,000	-
	<u>1,636,370</u>	<u>1,680,086</u>	<u>(43,716)</u>
Other Pupil Services, 213 & 219			
Wages	215,726	216,626	(900)
Benefits	38,353	38,353	-
Retirement & FICA	105,212	109,331	(4,119)
Contracted Staff & Services	376,001	387,501	(11,500)
Supplies & Other	-	15,625	(15,625)
	<u>735,292</u>	<u>767,436</u>	<u>(32,144)</u>
Improvement of Instruction, 221			
Wages	1,142,068	1,140,817	1,251
Benefits	184,987	185,259	(272)
Retirement & FICA	568,242	608,319	(40,077)
Contracted Staff & Services	207,240	252,116	(44,876)
Supplies & Other	44,892	18,942	25,950
Outgoing Transfer - Substitutes	65,755	66,784	(1,029)
	<u>2,213,184</u>	<u>2,272,237</u>	<u>(59,053)</u>

**Okemos Public Schools
General Operating Fund
2024-25 Revised Budget #2**

	2024-25 Revised Budget #1	2024-25 Revised Budget #2	Impact of Change
Educational Media Center, 222 & 223			
Wages	359,449	362,749	(3,300)
Benefits	72,554	72,554	-
Retirement & FICA	175,302	189,562	(14,260)
Educational Media	30,000	30,000	-
Supplies & Other	5,000	5,000	-
	642,305	659,865	(17,560)
Special Education, Staff Direction, 226			
Wages	173,637	173,637	-
Benefits	48,850	48,850	-
Retirement & FICA	85,376	91,945	(6,569)
Contracted Staff & Services	13,250	13,250	-
Supplies & Other	4,600	4,600	-
	325,713	332,282	(6,569)
Other Instructional Staff Services, 229			
Wages	82,802	84,053	(1,251)
Benefits	23,478	23,206	272
Retirement & FICA	40,382	44,987	(4,605)
Supplies & Other	-	969	(969)
	146,662	153,215	(6,553)
Board of Education, 231			
Contracted Services	117,100	184,500	(67,400)
Travel & Conference	4,200	4,200	-
	121,300	188,700	(67,400)
Communication Services, 282			
Wages	110,307	115,862	(5,555)
Benefits	24,638	24,684	(46)
Retirement & FICA	53,796	59,280	(5,484)
Supplies & Other	4,500	4,500	-
	193,241	204,326	(11,085)
Executive Administration, 232			
Wages	354,989	354,989	-
Benefits	50,075	50,075	-
Retirement & FICA	160,281	176,600	(16,319)
Contracted Staff & Services	66,550	66,550	-
Supplies & Other	15,800	15,800	-
	647,695	664,014	(16,319)
Building Administration, Elementary, 241			
Wages	1,035,300	1,040,600	(5,300)
Benefits	181,358	178,630	2,728
Retirement & FICA	506,214	546,484	(40,270)
Contracted Staff & Services	10,000	10,000	-
Supplies & Other	12,311	12,311	-

**Okemos Public Schools
General Operating Fund
2024-25 Revised Budget #2**

	2024-25 Revised Budget #1	2024-25 Revised Budget #2	Impact of Change
Building Administration, Middle School, 242			
Wages	685,881	688,481	(2,600)
Benefits	152,814	152,414	400
Retirement & FICA	334,503	359,676	(25,173)
Contracted Staff & Services	21,800	21,800	-
Supplies & Other	8,500	8,500	-
	1,203,498	1,230,871	(27,373)
Building Administration, High School, 243			
Wages	508,457	510,257	(1,800)
Benefits	87,583	87,583	-
Retirement & FICA	247,980	268,778	(20,798)
Contracted Staff & Services	13,795	13,795	-
Supplies & Other	12,325	12,325	-
	870,140	892,738	(22,598)
Total Building Administration	3,818,821	3,911,634	(92,813)
Fiscal Services, 252			
Wages	282,472	282,472	-
Benefits	58,078	58,078	-
Retirement & FICA	137,762	147,726	(9,964)
Contracted Staff & Services	169,250	169,250	-
Supplies & Other	3,200	3,200	-
	650,762	660,726	(9,964)
Internal Services - Print shop, 258			
Wages	42,282	42,282	-
Benefits	19,012	19,012	-
Retirement & FICA	20,622	22,617	(1,995)
Supplies & Other	45,000	45,000	-
	126,916	128,911	(1,995)
Other Business Services, 259			
Workers Compensation	124,000	124,000	-
Legal Liability Insurance	32,000	32,000	-
Bank Service Charges	55,000	55,000	-
Other Fees	7,600	7,600	-
	218,600	218,600	-
Staff/Personnel Services, 283			
Wages	193,401	193,401	-
Benefits	30,348	30,348	-
Retirement & FICA	94,322	100,389	(6,067)
Contracted Staff & Services	17,000	17,000	-
Supplies & Other	1,000	1,000	-

**Okemos Public Schools
General Operating Fund
2024-25 Revised Budget #2**

	2024-25 Revised Budget #1	2024-25 Revised Budget #2	Impact of Change
Technology Services, 284			
Wages	747,238	747,238	-
Benefits	152,865	152,865	-
Retirement & FICA	364,428	389,766	(25,338)
Contracted Staff & Services	79,626	79,626	-
Annual User Fees/Contracts	547,251	547,251	-
Supplies & Other	25,000	25,000	-
	1,916,408	1,941,746	(25,338)
Security Services, 266			
Wages	2,750	9,970	(7,220)
Retirement & FICA	1,532	4,582	(3,050)
Contracted Staff & Services	232,333	232,334	(1)
Supplies & Other	28,473	43,789	(15,316)
	265,088	290,675	(25,587)
Operation & Maintenance, 261			
Wages	997,363	945,060	52,303
Benefits	220,153	196,158	23,995
Retirement & FICA	487,192	486,343	849
Contracted Custodial	1,109,050	1,109,050	-
Contracted Staff & Services	1,526,451	2,143,851	(617,400)
Supplies & Other	640,000	713,246	(73,246)
Telephone	31,000	31,000	-
Heating Fuel/Natural Gas	343,000	294,000	49,000
Electricity	745,000	842,000	(97,000)
Water & Sewer	61,000	83,000	(22,000)
Waste & Trash Disposal	61,000	69,000	(8,000)
Property, Casualty & Fleet Insurance	229,450	229,450	-
	6,450,659	7,142,158	(691,499)
Total Operations & Maintenance/Security	6,715,747	7,432,833	(717,086)
Facilities Construction/Improvement			
Building Improvements	-	30,000	(30,000)
	-	30,000	(30,000)
Pupil Transportation, 271			
Wages	667,168	667,368	(200)
Benefits	166,540	167,540	(1,000)
Retirement & FICA	321,598	347,966	(26,368)
Contracted Services	36,410	36,310	100
Fleet Insurance	11,200	11,200	-
Vehicle Fuel	126,000	126,000	-
Supplies & Other	38,500	39,700	(1,200)
	1,367,416	1,396,084	(28,668)

**Okemos Public Schools
General Operating Fund
2024-25 Revised Budget #2**

	2024-25 Revised Budget #1	2024-25 Revised Budget #2	Impact of Change
Athletics, 293			
Salaries	138,479	138,479	-
Coaches/Games Workers	192,816	192,816	-
Benefits	38,620	38,620	-
Retirement & FICA	161,572	172,474	(10,902)
Contracted Coaches/Game Workers	214,560	236,560	(22,000)
Contracted Services	91,600	167,000	(75,400)
Supplies & Other	45,000	63,500	(18,500)
	882,647	1,009,449	(126,802)
Community Education - Child Care, 351			
Wages	690,228	729,725	(39,497)
Benefits	129,893	128,322	1,571
Retirement & FICA	336,581	373,434	(36,853)
Contracted Staff & Services	948,195	873,255	74,940
Supplies & Other	101,575	131,575	(30,000)
	2,206,472	2,236,311	(29,839)
Community Education - Recreation/Enrichment, 321			
Wages	22,971	24,573	(1,602)
Benefits	11,976	11,957	19
Retirement & FICA	11,203	11,984	(781)
Contracted Staff & Services	295,000	295,000	-
Supplies & Other	11,000	11,000	-
	352,150	354,514	(2,364)
Community Education - School Readiness, 343x			
Wages	203,152	221,271	(18,119)
Benefits	44,296	49,033	(4,737)
Retirement & FICA	99,973	109,700	(9,727)
Contracted Staff & Services	219,601	268,517	(48,916)
Supplies & Other	121,681	207,141	(85,460)
	688,703	855,662	(166,959)
Community Education - Senior Center, 391			
Wages	55,151	55,151	-
Benefits	5,395	5,395	-
Retirement & FICA	26,615	26,615	-
Contracted Staff & Services	27,000	27,000	-
	114,161	114,161	-

**Okemos Public Schools
General Operating Fund
2024-25 Revised Budget #2**

	2024-25 Revised Budget #1	2024-25 Revised Budget #2	Impact of Change
Community Education - Facilities Use, 311			
Wages	22,972	24,573	(1,601)
Benefits	11,978	11,957	21
Retirement & FICA	11,202	11,984	(782)
Contracted Staff & Services	39,000	39,000	-
Supplies & Other	1,000	1,000	-
Utilities	55,000	55,000	-
	141,152	143,514	(2,362)
Total Community Services	3,502,638	3,704,162	(201,524)
Sub-Grantee Payment	9,600	9,600	-
Other Financing Uses	93,523	71,133	22,390
Total Expenditures	71,936,935	73,552,250	(1,615,315)

To: John Hood, Superintendent
Board of Education
From: Elizabeth Lentz, Executive Director of Finance
Subject: 2024-25 Budget Revision #2
Date: May 19, 2025

Following a thorough review and analysis of the most recently adopted 2024-25 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 \$227,500. SE Funds are distributed in accordance with the SE Funding Formula as outlined in the ISD SE Plan. Estimates of current year funding are provided at various points throughout the school year. The updated budget aligns with the April 30 estimate provided by the ISD.
 - The budget reflects an increase of \$219,132 for insurance reimbursements related to claims from school bus damage as well as damage to the Chippewa Middle School roof which was impacted by a windstorm at the end of the 2023-24 school year. The expense for the roof repair was paid utilizing sinking fund revenue. While best practice would be to record the insurance proceeds in the same fund as the expense, our auditor has confirmed that we are allowed to record the insurance reimbursement as other income in the general fund.
 - Current local property tax values impacted the expected portion of state foundation revenues generated via the local tax levy. \$137,786 was shifted from the State Aid Foundation revenue allocation to reflect these changes.
 - Retirement revenue of \$135,500 was increased due to three (3) state aid retirement sources. Revenue for these sources are updated either quarterly or annually, in late Winter. The budget reflects the most recent update received this week.
 - We continue to see higher than expected returns on general fund investments. The budget was increased by \$40,000 to reflect current trends.
 - The district receives other minor sources of revenue from the ISD. The increase in budget of \$50,000 is mostly related to one-time revenue for state-aid received on contracted special education substitutes that Ingham ISD is the fiscal agent for. The ISD bills Okemos for the costs of the substitutes and then reimburses us for any state aid received. Usage was higher than normal, which resulted in higher than normal revenue.
-

- The operations budget was increased by a net \$490,000 for numerous one-time events. Salary & related expenditures decreased by \$110,000 due to several staff members who were on leave for various lengths of time throughout the school year in addition to unfilled positions related to staffing turnover. Contracted services was increased by \$600,000 to account for work that was not able to be performed due to staffing as already mentioned, in addition to other one-time occurrences. The cleaning out of Wardcliff is one example as well as environmental cleaning & repainting at other buildings beyond Kinawa, which was separately budgeted for during the December revision process. Director Lieber will be in attendance on Monday evening to explain this revision in greater detail.
- State and Federal grants were adjusted to reflect new grants awarded since the budget revision, revised allocations and/or updated spending plans for 2024-25. Expenditures for these grants were adjusted as well, making this “budget neutral”.
- The athletics budget was increased by \$115,900 with approximately \$97,000 being on-going costs. A detailed review of actual expenditures since 2022-23 have shown consistent increased costs for athletic training services, referee pay, security services and tournament fees.
- Legal and audit fees were adjusted to reflect updated rates and usage. Legal usage has increased by approximately 60% since 2023-24.
- Other minor adjustments were made to reflect revenue sources and spending trends more accurately.

Impact on Operating Sources and Uses and Fund Balance

- Revenue and expense changes resulted in a revised budget of \$1,733,002 expenditure over revenues. This is a further use of funds from the current budget of \$93,925.
- The projected ending fund balance for 2024-25 is \$9,195,319 which is 12.5% of expenditures.

The proposed revisions to the 2024-25 general fund budget reflect a more fact-based understanding of projected revenue and expenditure activity.



Ingham Intermediate
School District
A Regional Educational Service Agency

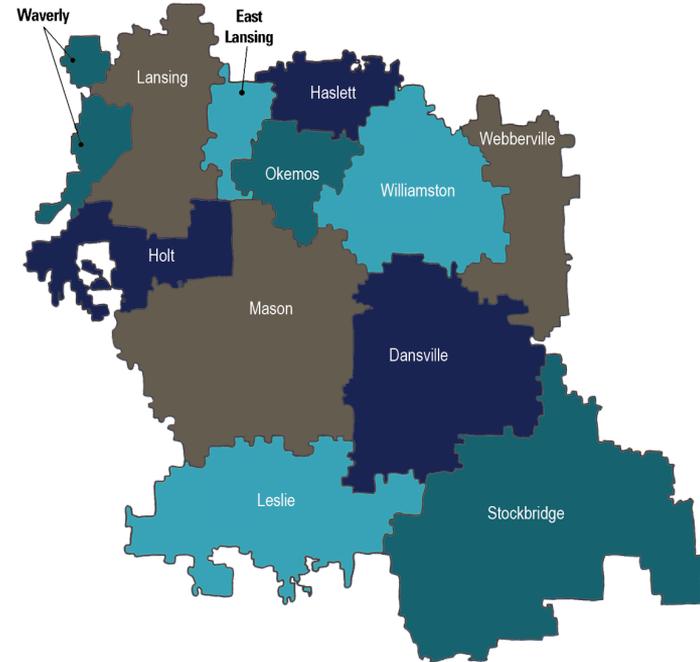
Ingham Intermediate School District 2025-26 Proposed General Fund Budget



Ingham ISD General Fund Overview

Ingham Intermediate School District (ISD) is pleased to provide this information regarding our 2025-26 Proposed General Fund Budget. A wide variety of programs and services to support our constituent districts are encompassed within our General Fund Budget. Ingham ISD is focused on assisting districts in their efforts to increase student achievement by creating and supporting collaborative programs and services.

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



Ingham ISD General Fund Overview

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

Ingham ISD's General Fund Budget supports our mission and vision in many different ways. Our programs and services are provided in collaboration with districts and are focused on individual district needs. Our General Fund Budget totals approximately \$57.0 million in expenditures and encompasses:

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



General Fund 2025-26 Proposed Budget

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

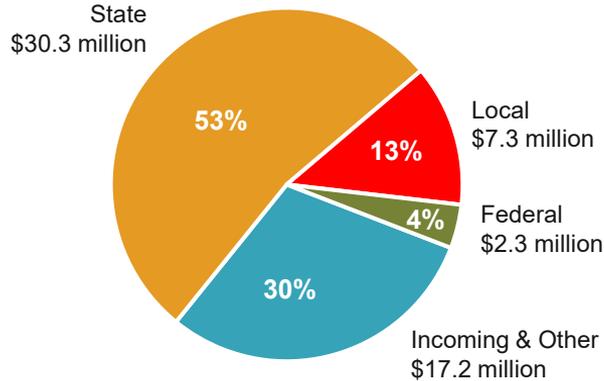
Budget Highlights

	<u>2024-25 Revised</u>	<u>2025-26 Proposed</u>	<u>Increase/ (Decrease)</u>
Revenue	60,567,443	57,125,379	(3,442,064)
Expense	<u>60,039,651</u>	<u>57,013,516</u>	<u>(3,026,135)</u>
Excess Revenue (Expense)	527,792	111,863	(415,929)
Beg Fund Balance	<u>7,629,193</u>	<u>8,156,985</u>	<u>527,792</u>
End Fund Balance	<u>8,156,985</u>	<u>8,268,848</u>	<u>111,863</u>

- The 2025-26 excess revenue of \$111,863 compares with 2024-25 revised budget excess revenue of \$527,792.
- The 2024-25 revised budget excess revenue was an improvement over the original budget excess revenue of \$321,429.
- The current year revised budget includes \$11.2 million of additional revenues and expenditures over the original budget related to \$6.0 million of GSRP grant funding, \$2.6 million of 97G MiSecure grant funding and \$2.5 million of additional substitute services.
- The General Fund Budget for both years includes recently expanded initiatives to directly support PreK for All and school mental health services at the local district level.

General Fund Revenues & Expenses

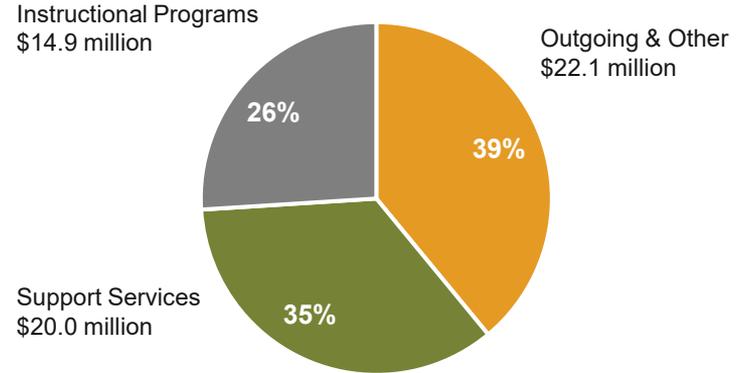
General Fund Revenues - \$57.1 million



Revenue Highlights

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

General Fund Expenses - \$57.0 million



Expense Highlights

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

General Fund 2025-26 Proposed Budget Overview

Revenues

- The primary unrestricted revenue sources for the General Fund are property taxes and state aid Section 81.
- Property taxes contribute \$2.4 million in revenue and are based on an estimated levy of 0.1994 mills.
- Budget assumptions include a 2.1 percent increase in property tax revenue net of a contingency for reduced taxable values, increased personal property tax delinquencies, and captures.
- State Aid Section 81 has been held steady due to ongoing uncertainties at the state level.
- Revenues decreased overall from 2024-25, mainly due to closing out a one-time 2024-25 MiSecure grant, of which approximately \$3.1 million occurred in 2024-25.
- The Governor's budget is currently in the recommendation stage thus no new assumptions have been included in the 2025-26 proposed budget.
- Local and state revenue sources will be monitored for a potential downturn in the economy and other uncertainties next year.

General Fund 2025-26 Proposed Budget Overview - Continued

Expenses

- Several open and unfilled positions are budgeted to be filled at full-year levels.
- The General Fund includes an increase of 0.5 FTE staffing position funded by operations for a secondary level Math Consultant.
- Ingham ISD has paused the early college program and will continue to hold the Director, Early College position open but unfilled in 2025-26.
- Ingham ISD continues to support local districts with accounting, payroll, technology and public relations support. Although this leads to increases in overall expenditures, the expenditures are off-set with bill-back revenue from the Local Education Agencies.
- Ingham ISD bargaining contracts are currently being negotiated for the 2025-26 fiscal year.
- Ingham ISD is making investments in Artificial Intelligence to ensure we are at the forefront of this emerging technology.
- Statutory healthcare hard cap and retirement rates will be monitored for future year impact to the budget.
- Ingham ISD is planning to continue the partnership with Ingham Academy moving forward.

Programs and Services Supported by Ingham ISD's General Fund

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

\$7.4 million

- Michigan's Continuous Improvement Process (MICIP)
- Early Warning Systems
- Positive Behavioral Interventions & Supports (PBIS)
- Continuous Improvement and Accountability Index School Support
- Literacy and Math Supports
- Science, Technology, Engineering and Mathematics (STEM)
- Educator Learning Networks
- School Mental Health Services

Instructional Programs

\$16.1 million

- Central Michigan Substitute System
- Early College – (paused)
- Ingham Academy



Programs and Services Supported by Ingham ISD's General Fund

Early Childhood Programs

\$21.5 million

- Early Childhood
- Great Parents, Great Start (GPGS)
- PreK for All - Great Start Readiness Program (GSRP)

Instructional Data, Software & Analysis

\$1.3 million

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

Other

\$10.7 million

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

Next Steps and Responsibility

Next Steps	Responsibility
<p>Submit 2025-26 General Fund Budget to local districts by May 1.</p>	<p>Ingham ISD</p>
<p>By June 1, adopt a resolution either in support or in disapproval of the General Fund Budget. If disapproved, submit specific objections and proposed changes.</p> <p>Send resolution to Ingham ISD, c/o Superintendent's Office.</p>	<p>Local Districts</p>
<p>Adopt General Fund Budget by July 1.</p>	<p>Ingham ISD</p>



**Ingham Intermediate
School District**

A Regional Educational Service Agency

ISD BUDGET RESOLUTION

Okemos Public Schools, Michigan (the “District”)

A special meeting of the board of education of the District was held in the Community Conference Room in the District, on the 27th day of May, 2025, at _____ o'clock in the evening.

The meeting was called to order by Tom Buffett, President.

Present: Members Buffett, Burns, Cavanaugh, Doxie, Phelps, Shrestha and Winn

Absent: Members

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

WHEREAS:

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

NOW, THEREFORE BE IT RESOLVED THAT:

1. The board of education has received and reviewed the proposed intermediate school district budget in accordance with Section 624 of the Revised School Code, as amended, and by the adoption of this resolution, expresses its support for the proposed intermediate school district budget.
2. The secretary of the board of education or his/her designee shall forward a copy of this resolution to the intermediate school board or its superintendent no later than June 1, 2025.
3. All resolutions insofar as they conflict with this resolution be and the same are hereby rescinded.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Okemos Public Schools, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board of Education at a special meeting held on May 27, 2025, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

ISD BUDGET RESOLUTION

_____, Michigan (the "District")

A _____ meeting of the Board of Education of the District was held in the _____ in the District, on the _____ day of _____, 2025, at _____ o'clock in the _____.

The meeting was called to order by _____, President.

Present: Members

Absent: Members

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

WHEREAS:

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

NOW, THEREFORE BE IT RESOLVED THAT:

1. The board of education has reviewed the proposed intermediate school district budget and has determined that it disapproves of certain portions of the proposed intermediate school district budget which objections, along with proposed changes, if any are set forth on Exhibit A attached hereto and incorporated herein by reference.
2. The superintendent is hereby directed to submit a certified copy of this resolution to the intermediate school board and/or to the intermediate school district superintendent with specific objections and proposed changes that this board has to the budget no later than June 1, 2025.

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

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of _____, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board of Education at a _____ meeting held on _____, 2025, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

REVISED

REVISED

RESOLUTION DESIGNATING DISTRICT'S ELECTION REPRESENTATIVE

[To be adopted on or after May 12, 2025]

Okemos Public Schools (the "District")

A special meeting of the board of education of the District (the "Board") was held in the Community Conference Room, within the boundaries of the District, on the 27th day of May, 2025, at 5:30 in the evening.

The meeting was called to order by Tom Buffett, President.

Present: Members Buffett, Burns, Cavanaugh, Doxie, Phelps, Shrestha and Winn

Absent: Members

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

WHEREAS:

1. The biennial election of the Board of Ingham Intermediate School District, Michigan (the "ISD Board") will be held on Monday, June 2, 2025; and
2. The members of the ISD Board will be elected by an electoral body composed of one (1) person designated by the board of each of the constituent school districts; and
3. In accordance with Section 614(2) of the Revised School Code, MCL 380.614(2), this Board desires to designate Andy Phelps as this District's proposed representative and Tom Buffett as an alternate designated representative in the event the designated representative is unable to attend and further desires to direct said representative and alternate to vote on behalf of this Board for a specific candidate.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. This Board does hereby approve the designation of Andy Phelps as the representative of this Board for the electoral body, which body will elect three (3) candidates to the vacancies on the ISD Board on Monday, June 2, 2025 and Tom Buffett as an alternate in the event the designated representative is unable to attend.
2. The designated representative and alternate are further directed to cast a vote on the first ballot on behalf of this Board for Michael Flowers and Erin Schor for the two (2) six-year terms, and Joel Gerring for the one (1) partial-term two-year seat.
3. The Secretary of this Board is hereby further directed to file a certified copy of this resolution with the Secretary of the ISD Board.

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

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Okemos Public Schools, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by the Board at a special meeting held on May 27, 2025, the original of which is part of the Board's minutes. The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the "Open Meetings Act" (Act 267, Public Acts of Michigan, 1976, as amended).

Secretary, Board of Education

School Board Candidate Biographical Information

Name:

Michael Flowers

Address:

2921 Appaloosa Way
Lansing, Michigan 48906

School district where you currently reside:

Lansing School District

Educational background:

MASTER OF LABOR RELATIONS & HUMAN RESOURCES
Michigan State University, Lansing, MI

BACHELOR OF BUSINESS ADMINISTRATION
Northwood University, Midland, MI

PROFESSIONAL IN HUMAN RESOURCES (PHR)
Society of Human Resource Management

Occupational Background:

EXECUTIVE DIRECTOR OF HUMAN RESOURCES July 2008 – Present

Duties and Responsibilities:

- Strategic planning, oversight and implementation of human resources processes and procedures for the organization

Primary Functions:

- Oversight for employment practices, hiring, labor relations, contract negotiations, compensation, benefits
- Training and organizational development
- Work closely with senior leadership regarding strategic planning, leadership development, and succession planning

ADJUNCT PROFESSOR

Lansing Community College, Lansing, MI

Jan 2001 – Present

Duties and Responsibilities:

- Curriculum development
- Teach onsite, online and hybrid courses
- Leadership development

DIRECTOR OF EMPLOYMENT AND DIVERSITY, HUMAN RESOURCES

Sparrow Health System, Lansing, MI

April 2006 – July 2008

DIRECTOR OF HUMAN RESOURCES

Accident Fund Insurance Company of America, Lansing, MI

Sept 1986 – April 2006



Ingham Intermediate
School District

A Regional Educational Service Agency

Current and Previous Board Experience:

- 2002 - Present – Labor and Employment Relations Association - Past President, current Member of Advisory Board (Mid-Michigan Chapter)
- 2004 - Present – Peckham Industries, Inc. President of Board of Directors
- 2012 - Present – Ingham Intermediate School Board Member
- 2017 - Present – Board Member Teach/Talent/Thrive (T3), Capital Area Michigan Works
- 2022 - Present – Peckham Industries Foundation Board of Directors
- 2024 - Present – Advisory Board Member for Wharton Center of Performing Arts, Michigan State University
- 2000 - 2010 – Westside YMCA – Member of Advisory Board
- 2003 - 2011 – Northwest Initiative of Greater Lansing – Vice President and Member of Advisory Board
- 2013 - 2017 – Lansing Community College – President Advisory Counsel for Diversity & Inclusion, Lansing, MI
- 2014 - 2016 – Greater Lansing Fund Advisory Committee Member, Lansing, MI
- 2014 - 2020 – Capital Regional Community Foundation – Trustee, Lansing, MI
- 2014 - 2024 – Lansing Community College Foundation – Immediate Past President of Board of Trustees, Lansing, MI
- 2015 - 2023 – Commissioner Dr. Martin Luther King Jr. Commission of Mid-Michigan

Other public service or volunteer experience; please include years of service:

- 1990 - Present – Speaker/Mentor Junior Achievement of Greater Lansing
- 1998 - Present – Phi Beta Sigma Fraternity, Inc., Epsilon Tau Sigma Chapter, Lansing, MI
- 2000 - Present – Mentor with Lansing Schools
- 2004 - 2019 – Booster Club Member with Waverly Schools

Any other information you would like to share with the constituent districts which may assist them in learning more about you, focusing on why you want to serve on the Ingham ISD Board of Education:

I am interested in serving on the Ingham ISD Board of Education as I was involved in the inception of Capital Area Healthcare Education Partnership that was initiated through the Career Center, what is now the Wilson Talent Center. I have a great deal of interest in looking at and assisting in the development of specific programs that would offer the skill sets and talents that are needed for employers in the Capital City Region. Over the past thirteen years I've seen that there is great interest from within Ingham ISD in assisting students in its constituent districts in gaining a better understanding and opportunities in educational and work experience that are available in Ingham County. Also, over the past thirteen years I have gained a very good understanding of the current programs that have been developed and continue to be developed in partnership with districts. With my history of board experiences, my community involvement, and with the knowledge that I've gained from being on the Ingham ISD board over the past years, I feel I can offer insight and direction to the continued success of many of these programs, and the programs that are in the developmental stages.



**Ingham Intermediate
School District**
A Regional Educational Service Agency

School Board Candidate Biographical Information

Name: Erin Schor

Address: 2210 Moores River Dr., Lansing, MI 48911

School district of residence:

Lansing; two children graduated from Lansing School District (go Everett Vikings!)

Educational background:

Master of Public Policy, University of Michigan Gerald R. Ford School of Public Policy

Bachelor of Arts, University of Michigan

Present occupation: Legislative Policy Director, Michigan Department of State (2022 – present)

Previous positions:

Vice President, Michigan Community College Association (2012 – 2022)

Director of Public Policy, CMU Center for Charter Schools (2011)

Chief of Staff, House Majority Floor Leader Kathy Angerer (2009 –2010)

Legislative and Communications Director, State Representative Paul Condino (2004 –2008)

Policy Analyst, House Democratic Policy Staff (2001 – 2004)

Previous board experience:

Lansing First Presbyterian Church Session, 2025 – present

Lansing Regional Sister Cities Commission, 2023 – 2024

Impression 5 Science Center Board of Directors (Chair), 2013 – 2023

Lansing Mayor’s Arts and Culture Commission (Chair), 2018 - 2022

Potter Park Zoo Society Board of Directors, 2018 - Present

Educational Child Care Center (EC3) Board of Directors, 2010 – 2013

Other public service or volunteer experience: Master Gardener Volunteer

Any other information you would like to share with the constituent districts which may assist them in learning more about you, focusing on why you want to serve on the Ingham ISD Board of Education:

I have thoroughly enjoyed serving on the Ingham Intermediate School District Board these past twelve years and would appreciate the opportunity to continue serving. This has been a time of tremendous uncertainty, both for the education world as well as our broader community. I believe my background in policy as well as my experience with the ISD and elsewhere in the community would allow me to serve the ISD well, continuing to advocate for excellent services to our local districts while helping to position the ISD as a partner in moving the Lansing region forward.



Ingham Intermediate
School District
A Regional Educational Service Agency

School Board Candidate Biographical Information

Name:

Joel Gerring

Address:

260 Churchill Downs Blvd.
Williamston, MI. 48895

School district where you currently reside:

Williamston

Educational background:

Perry High School – 1992
University of Michigan (Ann Arbor) – 1996
Michigan State University School of Law - 2000

Present occupation:

Legal Advisor – Michigan Department of Natural Resources

Previous board experience; please include years of services:

Williamston School Board – 2016-2018

Other public service or volunteer experience; please include years of service:

Camp Catch-A-Rainbow Volunteer Counselor – 2006-2008
Sparrow Hospital Surgical Lounge Volunteer – 2002-2008
Youth Sports Coach (multiple sports/seasons) – 2011-2019
DeWitt Area Recreation Authority, Miracle League “Buddy” Volunteer – 2024-Present

Any other information you would like to share with the constituent districts which may assist them in learning more about you, focusing on why you want to serve on the Ingham ISD Board of Education.

I believe in public service and in seeking out public service roles where one’s background and skillset can best be put to use. I also believe in our public school system. Given my past experience working with the ISD (as a Williamston School Board Member) I am familiar with the issues and challenges at both the local and county level and understand that these issues are only increasing over time.

I believe that my prior board experience, along with having been Assistant Legal Counsel with the Michigan Association of School Boards for five years and an education policy analyst for the Michigan House of Representatives, has provided me with a specific understanding of the issues facing not just our public schools, but the boards that are tasked with serving in their interests.

School Board Candidate Biographical Information

Name: Caitlyn G. Salow

Address: 3404 Brindle Ct., Stockbridge MI 49285

School district where you currently reside: Dansville

Educational background: Eastern Michigan University, Bachelor of Science, 2009

Present occupation: Accounting Analyst

Previous board experience; please include years of services:

Stockbridge Area Educational Foundation, Director – October 2016 to March 2019

Dansville Elementary PTO, Treasurer and Craft Show Coordinator - August 2023 to Current

Dansville Schools Education Foundation, Board Member - July 2024 to April 2025

Other public service or volunteer experience; please include years of service:

Dansville Community Athletic Association

6th Grade Girls Head Volleyball Coach, 2025 Season

5th Grade Girls Head Basketball Coach, 2023-2024 Season

5th Grade Girls Head Volleyball Coach, 2024 Season

4th Grade Girls Assistant Basketball Coach, 2022-2023 Season

3rd & 4th Grade Girls Cheer Coach, 2023 Season

Dansville Middle School

8th Grade Girls Head Volleyball Coach, 2024 Season - Current

Any other information you would like to share with the constituent districts which may assist them in learning more about you, focusing on why you want to serve on the Ingham ISD Board of Education.

I am passionate about serving on the Ingham ISD Board because I want to ensure that all students, including those from rural areas, have access to high-quality educational services. The actions and policies implemented by the board have far-reaching implications and can create better tomorrows for today's learners. This passion is driven by my four children, who will all be enrolled in Dansville schools in the fall of 2025. Their education gives me a vested interest in the well-being and success of the schools within Ingham County.



**Ingham Intermediate
School District**
A Regional Educational Service Agency

Before becoming a board member of an organization supporting the Dansville schools, I served on the Stockbridge Area Education Foundation. I joined because I believe that serving the greater community creates a ripple effect that uplifts and drives the success of surrounding communities. Serving on the Ingham County ISD board would allow me to amplify this ripple.

Over the past several years, I have been committed to enhancing educational opportunities and outcomes for students in the Dansville School District. As a member of the Elementary PTO, I have worked to foster an environment that encourages communication and involvement among school administration, staff, and parents. Strong community engagement is essential for creating a supportive and enriching educational environment. As PTO Treasurer, I have worked hard to provide reliable funding to teachers and students to ensure the educational growth and success of elementary students. Additionally, my experience coaching sports has shown me the critical role that extracurricular activities play in the development of the whole child, aligning perfectly with the board's strategic plan.

As a farming family, I understand the importance of rural representation as these communities often face distinct challenges and opportunities that require dedicated advocacy. I can bring a unique perspective on the intersection of education and agriculture, recognizing the value of hands-on learning and the importance of connecting students with real-world experiences. The Wilson Talent Center has opened doors for children by providing real-world experiences that may not relate to classroom success. Being part of an organization that prioritizes education outside the classroom would be an honor.

Although my background in serving on a board as this one may be light, my life experiences have taught me the significance of hard work, perseverance, and the need for innovative solutions to complex problems. The Salow family has been in Ingham County for almost 70 years. During that time, this family has a history of serving the community in various capacities including the hospital system, foster care, police force and DARE program, Farm Bureau, 4H, Junior Achievement, and community outreach programs. We are a service-driven family, and I am committed to continuing this legacy by contributing to the educational landscape of our district by serving on the Ingham ISD Board of Education.



Ingham Intermediate
School District
A Regional Educational Service Agency

Budget Reductions/Revenue Enhancements

2025-26 Planning

1 - Hard, first level of change to be implemented

2 - Harder, second level of change to be implemented

3 - Hardest, last level of change to be implemented

Department/Building	Item	Impact Statement	Budget Impact	Additional Information
1 - Hard, First Level of Change to be Implemented				
Athletics	Admission Ticket Prices	Current rates are \$6. Increase athletic admission prices by \$1.00 to \$7.00/game. This is in alignment with 10 of the 17 CAAC schools. Increased prices may impact ability of students and families to attend events.	\$15,000	A discounted rate for Okemos students exists by purchasing the season pass. Counselors work with students and help with a pass to attend games if needs exist.
Athletics	HUDL - Coaching Film	Coaching film is not a requirement of having teams, although it does help us scout other teams and provide feedback to our student athletes. Teams could fundraise for this, it doesn't fit the "need" of teams but more of the "want".	\$13,000	An estimated 450 -500 students utilize the filming capabilities.
Athletics	Increase Home Athletic Contests	The district makes revenue off of home contests. Each program would have to host one tournament/invite that generates revenue in addition to regular season games. Increasing home contests would increase revenues but also means more coordination by our staff.	\$7,200	
Athletics	Pass Prices	Increase Family Pass to 225 per family (was 200), Student Passes to 50 per student (was 45), Adult Passes to 60 per adult (was 55). Okemos passes fees are currently in the middle of what neighboring charge for passes.	\$6,000	
Athletics	Split Hockey Fees with Co-op Schools	Okemos pays disproportionate fees for our hockey co-op and working on a more equitable model to offset costs to be more representative of our percentage of resident students. Okemos would establish a fee sharing schedule for costs of running the program (transportation, coaching, etc), currently the program costs approximately \$15,000. This may cause co-op schools to drop the program which would impact athletes in Okemos as well.	\$12,000	23 students are on the hockey team of which 10-14 students attend Okemos.
Athletics	Eliminate Hotel Expenses	Okemos currently pays hotel rooms for the teams who travel to regional or state events which are further away. Funding for hotel would shift to fundraising, families or driving back and forth to events. District clubs are not treated the same; families pay for hotels.	\$5,000	

Budget Reductions/Revenue Enhancements

2025-26 Planning

1 - Hard, first level of change to be implemented

2 - Harder, second level of change to be implemented

3 - Hardest, last level of change to be implemented

Department/Building	Item	Impact Statement	Budget Impact	Additional Information
Athletics	Raise athletic fees	Okemos began charging athletic fees in 2003-04, and raised rates when the district was cutting programs due to decreased enrollments to avoid impact on athletics and other programs. Families are eligible for reduced or waived fee. In 2019-20 Okemos reduced athletic fees for the first time since they were implemented. Concerns with our rates were that they were amongst the highest in the area/State as well as equity issues for students and families. Okemos athletic fee history: 2009-10 MS at \$125/HS at \$200 2010-11 MS at \$200/HS at \$300 2011-12 MS at \$260/HS at \$360 2019-20 MS at \$208/HS at \$288 2020-21 MS at \$260/HS at \$360 2021-22 MS at \$210/HS at \$310 2022-23 MS at \$160/HS at \$260 2023-24 MS at \$130/HS at \$210 Athletic fees annual contributions to budget = \$150,000; Okemos is still on the higher end of athletic fees; Each 10% increase = \$15,000	\$30,000	
Community Education	Reduce Lead Teacher Planning Time	Currently Lead Teachers get 1.5 hours of planning time per day. This could be reduced to 1 hours per day to allow for more time on the floor in ratio .	\$10,900	
Community Education	Reduce Office Clerk Hours by 2 Hrs/Day	We could reduce our Office Clerk position by 2 hour per day with minimal impact on daily operations. Could impact sick child help, temperature screenings upon entry, buzzer delay, customer service. Community education has more office staffing than elementary buildings and sees this as less impactful on the day to day of children than other deeper planning cuts.	\$ 11,900	Employees within this group working less than forty (40) hours per week must pay a prorated share of the monthly premium. Currently this position is 40 hours/week. If this item is implemented hours would be reduced to 30 hours/week.
K-12	Reduce Library Media Center Specialist Hours by 2 Hrs/Day	Implications on scheduling classrooms each week due to larger building enrollments. Reduces time for handling book circulation, device repairs/technology support; given larger enrollments, would impact response to students and staff needs.	\$ 87,800	Employees within this group working less than forty (40) hours per week must pay a prorated share of the monthly premium. Currently these positions are 35 hours/week. If this item is implemented hours would be reduced to 25 hours/week.
K-12	Building Clerks/Administrative Assistants	Limit hours to only those that are scheduled unless extenuating circumstances exist and prior approval is given to work extra.	\$ 34,400	

Budget Reductions/Revenue Enhancements

2025-26 Planning

1 - Hard, first level of change to be implemented

2 - Harder, second level of change to be implemented

3 - Hardest, last level of change to be implemented

Department/Building	Item	Impact Statement	Budget Impact	Additional Information
K-12	Reduce # of substitutes required for meetings/events during the day (ie; district/school initiated PD, committee work, transition meetings, etc.)	Allocate each building a specified # of substitute days to accomplish building business at the buildings discretion. Other meetings would need to occur outside of student instruction hours which is more difficult to arrange. May slow work on improvement goals and district initiatives. Would impact the ability to have coordinated, high quality events that serve our families and impact teacher involvement in them, such as K Round Up, music events, Fine Arts. Budget reflects a reduction in 500 substitute day's	\$ 74,100	The average number of substitute days for the last 3 years relating to building business, PD, curriculum development, etc is 3,500 days. A 500 day reduction represents a reduction of 15%. These figures do not include an average of 2,700 days allowed per contract for sick, bereavement or personal business.
K-12	Discontinue Panorama Survey Tool	Data gathering tool for district stakeholder groups (students, staff, parents) would be self developed. Integrates with our SIS system and can use data to inform initiative. District could write its own survey; limited data desegregation and not normed nationally.	\$ 11,250	
K-12	Discontinue Discovery Education Licenses	Teacher usage has decreased over the last few years based on the availability of other resources.	\$ 12,000	
K-12	Reduce Clubs to 1 at Elementary, 2 at Middle School, 10 at High School	Opportunities for student enrichment would be decreased unless alternative funding sources are found. Current club levels are: 2 at elementary, 5 at Chippewa and Kinawa and 25 at OHS. (Was increased to these levels in 2023-24.)	\$ 29,900	There are approximately 100 elementary and 500 Kinawa students participating in clubs in addition to the 250 students at Chippewa and 750 at the High School . At the High School and clubs meet on average twice per month.
Kinawa, Chippewa	Delay Hiring One MTSS Coach	Delay hiring of one MTSS coach (1), leaving one MTSS coach split between two locations. CMS - college board, data days, NWEA coordinator, mentoring, small group support, professional development, intervention support, may increase special education numbers and impact daily responsibilities of teachers, counselors and administrators. MTSS duties could be temporarily reassigned to another position to lessen impact but would also limit responsibilities in other position, like Gifted and Talented for example.	\$ 121,100	In 2017-18 the district increased MTSS coaches from 5 to 6 so that 1 coach was assigned to each elementary and each middle school. In 2021-22 an MTSS coach was added at the High School.
High School	Reduce Two Student Supervisors	Increased supervision by other staff at OHS. Increased response time for incidents. Student monitoring will be less thorough. This can be accomplished. It would put strain on the system, but we have calibrated expectations and could manage.	\$ 52,400	This would reduce student supervisors from 5 to 3 at the high school.
High School	Delay Hiring One Counselor (Attrition)	Currently OHS has four counselors. Reduction of one would decrease OHS to 3 total. Increased workload for other counselors. Impact on services and responsiveness to students.	\$ 121,100	Since at least 2017-18 the district has had 4 counselors at the high school. In 2019-20 an additional counseling clerk (from 1 to 2) to allow counseling staff to have more student contact time to support student needs.

Budget Reductions/Revenue Enhancements

2025-26 Planning

1 - Hard, first level of change to be implemented

2 - Harder, second level of change to be implemented

3 - Hardest, last level of change to be implemented

Department/Building	Item	Impact Statement	Budget Impact	Additional Information
Special Education	Eliminate Learning Disabled Teacher Consultant at OHS	Eliminates special education coaching position. Staff can be absorbed into other open positions. This will increase workload for special ed teachers and other individuals monitoring compliance. Will reduce SST, MTSS and intervention supports at OHS. Note: This position qualifies for SE state aid reimbursement. Budget impact is reduced by 28.6% reimbursement	\$ 86,500	
Operations	Reduce 1 Utility Position (Currently Vacant)	Reducing a utilities position will increase the likelihood that we cannot cover all buildings with a staff member everyday. We have in total 7 custodians to cover 8 buildings. The three utilities positions cover Edgewood (when needed), deliver the mail, deal with furniture moves for events and rentals taking place in schools and help in grounds. They are also our substitute custodians.	\$ 58,000	This would reduce the number of utility positions from 3 to 2.
Operations	Reduce 1 Grounds Position, Replace with 1 Temporary 6 Month Position (Currently Vacant)	We do not need 3 grounds people year round. We need help keeping up with spring sports and mowing.	\$ 51,400	This would reduce the number of grounds positions from 3 to 2 but seasonal work would be backfilled 1 part time assistant.
Operations	Convert 3 Building Maintenance Staff to Floating Positions	Having the 3 secondary maintenance staff travel between buildings versus housed only at the 3 secondary buildings will reduce contracted service calls. The maintenance staff may be slower to respond to less critical tickets but will be faster to respond to more critical issues.	\$ 30,000	
Operations	Reduce Supplies Budget	Purchase of supplies through our night custodial vendor would allow for the district to take advantage of vendors' enhanced pricing structure.	\$80,000	
Technology	Reduce 1 Desktop Technician	Reducing one Desktop Technician will immediately slow tech response times, causing delays in classroom instruction, device readiness, and staff productivity—undermining the district's ability to support learning in an increasingly technology drive district.	\$ 73,000	This would reduce the number of desktop technician positions from 3 to 2. Currently help desk tickets are resolved in 2 days or less. A reduction of 1 technician would slow response times such that tickets could take up to 4 days to resolve.
Central Office	Eliminate Communications Specialist Position	Eliminates the communications specialist position and would reduce district communications to staff and community. FOIA requests, media, crisis communications, district communications planning/improvements/enhancements, points of pride, etc.	\$ 91,200	
Central Office	Delay Hiring DEI Director (Attrition)	Current responsibilities and tasks will have to shift to other administrators in the district and some initiatives. This includes, but is not limited to, the following: McKinney-Vento liaison, multilingual learners programming, K-4 SEL curriculum, CR PBIS and MTSS support, mental health programming and support, equity advisory groups, data monitoring, system processes for incident reporting, etc.	\$ 191,400	
Total Level 1			\$ 1,316,550	

Budget Reductions/Revenue Enhancements

2025-26 Planning

1 - Hard, first level of change to be implemented

2 - Harder, second level of change to be implemented

3 - Hardest, last level of change to be implemented

Department/Building	Item	Impact Statement	Budget Impact	Additional Information
Level 2 - Harder, Second Level of Change to be Implemented, Only if Absolutely Necessary				
Athletics	Reduce Transportation - Saturdays Drop Only	Reduce high school transportation on weekends, causing students to find their own transportation or drive themselves which brings safety concerns. Trips not always local. (District schedules contests further away on weekends.) May reduce participation. Impacts bus driver work and pay, impacting workforce. Impacts team building on bus.	\$ 4,450	
Beginnergarten***	Discontinue Beginnergarten Program	The students who are in the beginnergarten program are kindergarten age and could, therefore, go to kindergarten. We have only 16 students enrolled in the program with a waiting list of only School of Choice students. Okemos Kindergarten numbers are down and there may be room to have students incorporated into Kindergarten. This would save a full-time teacher and an all-day parapro. If students have a Sept 1-Dec 1 birthday, students could attend our GSRP preschool program for another year. Supports are in place in our traditional kindergarten programs to educate these students. Kindergarten teachers may have more needs to meet in classrooms. Position may be better phased out as slots have been filled for this year already and moving students back to "home" schools may result in adding section (position).	\$ 85,460	*****Updated budget impact on 5/23/25 after detailed analysis kindergarten enrollments and home school Best Case: \$103,245 Most Likely: \$85,460 Worst Case: (\$70)
K-12	Eliminate Gifted & Talented Coordinator	Currently K-12 has a 1.0 G&T coordinator. Eliminating position would increase duties of administration, teachers, counselors and/or coaches. Would impact support for our gifted students and families, coordination of opportunities to support them, professional development for staff and increase response times. MTSS coaches would take on some duties in meeting needs, and some initiatives would be stopped. This position, if kept, could share duties temporarily with MTSS reduction to lessen impact 5-8 for MTSS, but would increase impact on gifted esp in K-8.	\$ 121,100	Neighboring local districts tend not to have an equivalent position. However, some Okemos comparables in other parts of the State have this position or programs.
Operations	Eliminate Print Shop Services (Requires More Study)	Many districts do not have a print shop or if did in the past have moved away from the service with the enhanced capabilities of copies machine, contracted printing services and implementation of 1-1 student devices. In addition to the staff member we have ongoing expenses of approximately \$45,000 (paper, copier charges, etc) which is offset by over \$55,000 in fees charged to buildings/departments across the district. We have lease agreements for 2 copiers at the print shop, the black and white copier lease expires on 5/31/27 and the color copier lease expires on 4/30/27. We pay approximately \$21,300/year to lease these two machines in addition to the other expenses noted. Further investigation needs to occur to determine if able to terminate the lease early.	\$ 89,100	
Technology	Reduce 1.0 Student Information System Coordinator	Cutting the SIS Coordinator compromises critical data functions tied to compliance, funding, and school operations—placing the district at risk of costly errors, slower student services, and systemic disruption during high-demand periods like enrollment and reporting. Would need to contract for part-time assistance during high demands time, estimated cost for this is \$30,000	\$ 63,700	This would reduce the number of SIS positions from 2 to 1.

Budget Reductions/Revenue Enhancements

2025-26 Planning

1 - Hard, first level of change to be implemented

2 - Harder, second level of change to be implemented

3 - Hardest, last level of change to be implemented

Department/Building	Item	Impact Statement	Budget Impact	Additional Information
Total Level 2			\$ 363,810	
Level 3 = Hardest, Last Level of Change to be Implemented, Not Recommended at this Time				
Athletics	Transportation - Drop Only	Eliminate return trips for all teams, includes CMS. Fewer student athletes may participate due to transportation issues. Team building time on bus lost. Students may drive which brings safety issues. Impact on families and students to drive. Less work and pay for Okemos bus drivers, meaning potential loss of drivers. Over 100 away events would be impacted. Equipment may go missing if self transporting home.	\$ 17,500	
Athletics	Eliminate Transportation - Saturdays	Eliminate high school transportation on weekends, causing students to find their own transportation or drive themselves which brings safety concerns. Trips not always local. (District schedules contests further away on weekends.) May reduce participation. Impacts bus driver work and pay, impacting workforce. Impacts team building on bus.	\$ 5,520	
Athletics	Eliminate Police at Home Athletic Events	Okemos contracts for 4 officers at Friday night games for boys football & boys basketball in addition to homecoming parade coverage. We can call Police if needed to respond, and Police can swing by on their patrols. Other local districts tend to have police coverage. Removal of the preventative measure would make the district more reactive and put more pressure on administration who are already managing the student section. Would rely on increased need for parent/guardian supervision at events to monitor students.	\$ 5,800	
Athletics	EMS	EMS will come and be on standby for all home varsity football games, which is a standard procedure for most districts for responding to injury or health emergencies (students and spectators). Okemos could call for response, increasing time to respond to a medical incident. It is common for other districts to have EMS on standby for these events.	\$ 2,300	
Athletics	Transportation - No bus to Mt. Brighton	Eliminate this bus run as we do not bus to practice for other sports, equity issue. Mt Brighton is our "home" hill for skiing. All other sports have closer practice locations. Safety (winter driving), transportation hours, access for students who are resource limited. If we eliminate transportation it is very likely we would no longer have a ski team as participation would drop.	\$ 2,100	There are 19 students on the ski team.
K-12	Eliminate Club Funding Elementaries = 2/bldg Middle Schools = 5/bldg High School = 25	Optional after school clubs would not be offered for students unless another funding source is found (ex. PTO or OEF) Not a lot of ways for elementary students to be connected after school.	\$ 51,400	
Elementary	Reduce 2.0 Counselors	Impact on services and responsiveness to students. SSA, coaches, administration and teachers will need to provide additional support. Currently elementaries have .5 counselors dedicated at each school with some additional social work support (.2-.3) to assist. This is a ratio of roughly 1:800 students currently for counseling at the elementary level. Without counselors, we would have general education social work support at a level of .2/.3 FTE per 450+ students.	\$ 242,200	In 2022-23 2.0 counselors were added at the elementary level to be shared across the 4 buildings. Prior to that the elementary schools did not have dedicated counselors. The counselors service all students in the building.

Budget Reductions/Revenue Enhancements

2025-26 Planning

1 - Hard, first level of change to be implemented

2 - Harder, second level of change to be implemented

3 - Hardest, last level of change to be implemented

Department/Building	Item	Impact Statement	Budget Impact	Additional Information
Elementary	Reduce 2.0 MTSS Coaches	Remaining MTSS coaches (2) will be split between four locations. Currently, MTSS coaches work with all certified staff, are members of the building and district MTSS committees, run data days, assist with all testing especially NWEA. They also help lead and manage professional learning for staff. Their roles also include: Instructional leadership, including math and literacy. Includes preparation for working with teachers (i.e., researching best practices of curriculum and instruction, planning for coaching cycles and professional learning opportunities), Collaborates with classroom teachers to support Tier 1. Supports teachers with the implementation of the Essential Practices in Early Literacy and Core Reading Program, Coaches help strengthen core instruction by working with grade level teams and individual teachers to co-plan, model, co-teach, observe and reflect on research supported practices. Collaborates with educators to align tiers of instruction. Supports the professional development management of Tier 2 supports (includes at risk aides, resources, scheduling).	\$ 242,200	This would reduce elementary MTSS coaches from 4 to 2.
Middle School	Reduce 1.0 Counselor	Currently we have 2 counselors at each middle school. This reduction would result in 1.5 at each middle school (1 counselor at each middle school and 1.0 shared between middle schools). Students would have reduced access to the mental health support. Part of the counselors roles are to facilitate State Testing and college board which would need to be placed on others.	\$ 121,100	In 2017-18 the district had 1 counselor at each middle school. In 2019-20 an additional counselor was added to be shared between Kinawa and Chippewa. In 2022-23 one additional counselor was added so each middle school had 2 dedicated counselors.
High School	Eliminate Counseling Clerk Position	Clerk duties would fall to other administrative assistants to absorb. This would put more strain on the other office staff and counselors.	\$ 43,100	In 2019-20 an additional counseling clerk was added (from 1 to 2) to allow counseling staff to have more student contact time to support student needs.
Special Education	Reduce 1.0 Program Specialist	The elimination of this position would create additional job duties for building administrators and counselors. Buildings would have to absorb the work of completing initial 504 evaluations and writing initial 504 plans. This position also completes all of our required special education evaluations for early childhood and our non-publics as well as picks up evaluations at our K-12 buildings when our other school psychologists can not keep up with the volume of evaluations they are required to complete. This happens regularly throughout the school year. Likely would need to contract with the ISD for a portion of a school psychologist to complete our early childhood and non-public evaluations. Budget estimate for this is \$20,000 Note: This position qualifies for SE state aid reimbursement. Budget impact is reduced by 28.6% reimbursement	\$ 66,500	While there are 2 program assistants, their duties are not similar at all.

Budget Reductions/Revenue Enhancements

2025-26 Planning

1 - Hard, first level of change to be implemented

2 - Harder, second level of change to be implemented

3 - Hardest, last level of change to be implemented

Department/Building	Item	Impact Statement	Budget Impact	Additional Information
Operations	Reduce 1 Grounds Position, Replace with 2 Temporary 6 Month Positions (Currently Vacant)	We do not need 3 grounds people year round. We need help keeping up with spring sports and mowing.	\$ 21,300	This would reduce the number of grounds positions from 3 to 2 but seasonal work would be backfilled 2 part time assistants.
Technology	Reduce 2.0 Desktop Technicians	Reducing 2.0 Desktop Technicians would cripple frontline tech support across the district, leading to widespread classroom disruptions, stalled infrastructure projects, and cascading failures that threaten instructional continuity and district-wide functionality.	\$ 146,000	This would reduce the number of desktop technician positions from 3 to 1. Currently help desk tickets are resolved in 2 days or less. A reduction of 2 technicians would slow response times such that tickets could take up to 7 days to resolve.
Total Level 3			\$ 967,020	
			\$ 2,647,380	

**2025-26 BUDGET PLANNING
FOR IMPLEMENTATION IN THE PROPOSED BUDGET**

Board Homework Summary Results

	Department/ Building	Budget Impact	Superintendent Recommendation	Average Ranking	Board		
					Rankings Tally		
Support Level 1 = Hard, first level of change to be implemented					1	2	3
Support Level 2 = Harder, second level of change to be implemented							
Support Level 3 = Hardest, Last level of change to be implemented							
Board Consensus							
Admission Ticket Prices	Athletics	\$15,000	1	1.0	7	0	0
HUDL - Coaching Film	Athletics	\$13,000	1	1.1	6	1	0
Increase Home Athletic Contests	Athletics	\$7,200	1	1.0	7	0	0
Pass Prices	Athletics	\$6,000	1	1.0	7	0	0
Split Hockey Fees with Co-op Schools	Athletics	\$12,000	1	1.0	7	0	0
Eliminate Hotel Expenses	Athletics	\$5,000	1	1.0	7	0	0
Raise athletic fees	Athletics	\$30,000	1	1.0	7	0	0
Reduce Lead Teacher Planning Time	Childcare	\$10,900	1	1.0	7	0	0
Reduce Office Clerk Hours by 2 Hrs/Day	Community Ed	\$11,900	1	1.0	7	0	0
Reduce # of substitutes required for meetings/events during the day, 500 days	K-12	\$74,100	1	1.0	7	0	0
Building Clerks/Administrative Assistants	K-12	\$34,400	1	1.1	6	1	0
Discontinue Panorama Survey Tool	K-12	\$11,250	1	1.3	6	0	1
Discontinue Discovery Education Licenses	K-12	\$12,000	1	1.0	7	0	0
Reduce Two Student Supervisors	High School	\$52,400	1	1.0	7	0	0
Reduce 1 Utility Position (currently vacant)	Operations	\$58,000	1	1.0	7	0	0
Reduce 1 Grounds Position, Replace with 1 Temporary 6 Month Position	Operations	\$51,400	1	1.0	7	0	0
Convert 3 Building Maintenance Staff to Floating Positions	Operations	\$30,000	1	1.0	7	0	0
Reduce Supplies Budget	Operations	\$80,000	1	1.0	7	0	0
Reduce 1 Desktop Technician	Technology	\$73,000	1	1.1	6	1	0
Delay Hiring DEI Director (attrition)	Central Office	\$191,400	1	1.0	7	0	0
		\$778,950					
Further Discussion Needed							
<i>Discontinue Begingergarten Program (updated to most likely savings)*</i>	<i>Begingergarten</i>	<i>\$85,460</i>	<i>2</i>	<i>1.4</i>	<i>5</i>	<i>1</i>	<i>1</i>
Eliminate Print Shop Services (Requires More Study)	Operations	\$89,100	2	1.4	5	1	1
Reduce 1.0 Student Information System Coordinator	Technology	\$63,700	2	1.4	4	3	0
Eliminate Learning Disabled Teacher Consultant at OHS	Special Education	\$86,500	1	1.7	3	3	1
Reduce Clubs to 1 per Elem, 2 per Middle School & 10 at High School	K-12	\$29,900	1	1.7	4	1	2
Delay Hiring One MTSS Coach	Kinawa, Chippewa	\$121,100	1	1.7	4	1	2
Eliminate Gifted & Talented Coordinator	K-12	\$121,100	2	2.0	2	3	2
Reduce Transportation - Saturdays Drop Only	Athletics	\$4,450	2	2.0	2	3	2
Reduce Library Media Center Specialist Hours by 2 Hrs/Day	K-12	\$87,800	1	2.1	1	4	2
Delay Hiring One Counselor (attrition)	High School	\$121,100	1	2.3	2	1	4
Eliminate Communications Specialist Position	Central Office	\$91,200	1	2.4	1	2	4
Added for Consideration							
Eliminate Counseling Clerk Position	High School	\$43,100	3		2	0	0
Reduce Communications Specialist Position by .25 FTE	Central Office	\$22,800	not assigned		1	0	0
Reduce # of substitutes required for meetings/events during the day, addl	K-12	\$74,100	not assigned		1	0	0
Reduce Library Media Center Specialist Hours by 1 Hrs/Day	K-12	\$43,900	not assigned		1	0	0
Reduce 1.0 Counselor at Middle School Level	Kinawa, Chippewa	\$121,100	not assigned		1	0	0
Reduce 1.0 Special Ed Program Specialist	Special Education	\$66,500	not assigned		1	0	0
Not for Consideration at This Time							
Remaining level 3's		\$923,920	3				

Note: colored lines in these sections reflect items that are linked and will be discussed together