

-accepted with appreciation the donation made to Elkhart Community Schools (ECS) of a check for \$1000.00 from Mr. Dana Homo for team sweats, team shirts, shoes, equipment, and other miscellaneous costs associated with the girls and boys track teams at Memorial High School (MHS).
- welcomed Superintendent's Student Advisory Council (SSAC) representatives from both high schools. Noah Yoder, a sophomore at Central High School (CHS) is active in: SSAC; Move2Stand; and Student Council. SSAC is working on bettering our schools, and bettering the community. Move2Stand is a group focusing on Bully Prevention. Student Council's plans include service projects, Dance Marathon, and a Blood Drive. Band has a winter concert on December 16th, basketball team has a game on December 12th, and the Winter Dance will be on December 13th. Collin Whittaker is a senior at Memorial whose activities include National Honor Society, and the following clubs: Chemistry; Physics; Math and Philosophy. Activities at MHS include: basketball team keeps the Longfellow Trophy by beating Central; Blood Drive with 150 donors; fall play "Noises Off"; spring musical "Once Upon a Mattress; the math department is working on organizing an AP computer science curriculum; organizing a computer engineering curriculum; and Genesis, the school newspaper is gearing up for the end of the year publication. The Military Club is erecting a Wall of Hero's; sending cards to our servicemen and collecting Toys for Tots.
-approved proposed school fundraisers in accordance with Board policy.
-awarded the bid award for the Safety, Security and Capital Improvements Project to Gibson-Lewis, LLC of Mishawaka, Indiana as the lowest and most responsive and responsible bid for the Base Bid in the amount of \$5,879,200.00. Tony Gianesi, Director of Building Services explained construction would relocate offices to control access to Beardsley, Pinewood, Woodland, and West Side, and enclose classrooms with the open concept. In response to Board comment, he thanked Jamie Lake of Kovert Hawkins architects and school administration for helping in the bidding process. Mr. Gianesi also stated the construction would begin as soon as possible and be completed by the beginning of the 2015 school year.
-approved with suggested changes the proposed revisions to Board Policy GCBA, Professional Staff Merit System (Administrators), as initially presented at the November 25th Board meeting.
-was presented Administrative Regulation GCBA, Administrator Qualification Guidelines for Performance Awards, as initially presented at the November 25th Board meeting, the Board offered no further comments or suggestions.
-was presented for deletion Administrative Regulation GCBA, Performance Award Nomination Form, as initially presented at the November 25th Board meeting. In response to Board inquiry, Superintendent Haworth reported goals for administrators would be set after evaluations in June, but initiatives are created at different times and setting goals needs to be flexible including the length in which a goal is to be

reached. Reports will be given to the Board in a timely fashion and unreached goals will be explained.

-approved the 2015-2016 School Calendar with revisions as initially presented at the November 25th Board meeting. After hearing from a concerned parent, Superintendent Haworth agreed with her suggestion a parent be on the committee that sets the school calendar. He also shared summer learning loss was weighty in the schedule decision process and every district in Elkhart County is moving toward a similar schedule. It was clarified no days were added to the school year.
-held a public hearing on Mary Beck Elementary School 2014-2015 Priority School Status. Principal JeNeve Adams stated Mary Beck staff is implementing the following intentional strategies to obtain their goal of improving their overall grade and move out of priority status: teachers and students are required to set goals and use data to track progress; teachers have been given training and held accountable for being able to read and disaggregate data which is driving the decisions being made in regards to instruction; interventionists have been moved from primary grade levels to upper grades 4-6; and District Academic Coaches are being used to assist Interventionists in using specific and intentional strategies. Specific goals are: by May 2015, the bottom 25% of students in grades 4-6 will achieve high growth (42.5%) as measured by the E/LA ISTEP+; by May 2015, the top 75% of students in grades 4-6 will achieve high growth (36.2%) as measured by the E/LA ISTEP+; by May 2015, the bottom 25% of students in grades 4-6 will achieve high growth (44.9%) as measured by the Math ISTEP+; and by May 2015, the top 75% of students in grade 4-6 will achieve high growth (39.2%) as measured by the Math ISTEP+. Hearing no comments from the audience members, President Nielsen closed the hearing.
-held a public hearing on the Superintendent's contract. Doug Thorne, executive director of personnel and legal services, gave an overview of the contract and changes. He then heard Board members make suggested changes. Hearing no further comments from the audience members, President Nielsen closed the hearing.
-approved submission of two grants to Indiana Youth Institute for school psychologists to attend a National Association of School Psychologists annual meeting in February of 2015.
-confirmed the employment of the following three (3) certified staff members: Heley Baker, language arts at West Side; Jennifer Beer, behavior support at Osolo; and Kristina Turpin, grade 5 at Beardsley.
-confirmed the resignation of the following two (2) certified staff members: William Roggeman, physical education at Memorial and Maria Schroeder, grade 3 PEP at Bristol.
-confirmed maternity leave for the following two (2) certified staff members: Adria Anderson, grade 1 at Bristol; and Elizabeth Wilson, special education at Daly.
-confirmed administrative leave for certified employee James Iannarelli, science at West Side.

- confirmed regular employment for the following eleven (11) classified employees who have successfully completed their probationary period: Maleka Beard, food service at Central/Beardsley; Lindsay Burnett, social worker at Pinewood/Bristol; Roberta Eby, paraprofessional at Central; Annette Lagadon, food service at Memorial; Sandra Piggie, food service at Daly/Monger; Yessica Ramirez, paraprofessional at Hawthorne; Cassie Robershaw, food service at West Side; Allison Smith, paraprofessional at Daly; Eugene Stewart, custodian at Central; Kendra Wieneke, technical assistant at Memorial; and Melanie Zottor, bus driver unassigned at Transportation.
- confirmed the resignation of the following four (4) classified staff members: Paige Adams, paraprofessional at Beardsley; Candace Davis, bus driver unassigned at Transportation; Julie Moody, bus driver unassigned at Transportation; and Sarah Snyder, secretary at Memorial.
- confirmed the retirement of classified employee James Conklin, bus driver at Transportation with 10 years of service.
- confirmed the voluntary leave of classified employee Matt Perkey, paraprofessional at Central.