

..... met at the Elkhart Area Career Center.

.....welcomed Superintendent's Student Advisory Council (SSAC) representatives from both high schools. Nathan Munet, a senior at Central High School (CHS) is active in: track and cross country; National Honor Society (NHS); Student Council; and he is a student ambassador of the student hunger drive for SSAC. He shared fall sports have ended and winter sports have begun. Girls swimming, girl's basketball teams are doing well and boy's basketball begins soon. Boys wrestling has a returning state finalist and 3 regional qualifiers and hopes to have a great season. WNDU School Rules showcased CHS and highlighted the band, orchestra, cheerleaders, NHS, and a wide variety of student groups. Allyson Crane, a senior at Memorial High School (MHS), is captain on the soccer team, in student government, secretary of the senior class, and belongs to PEERS. She stated the goal for the SSAC food drive this year is to collect 50,000 pounds of food for the needy. Memorial's girl's volleyball team went to semi state this year which ended the fall sport season. Girl's basketball and swimming has begun and boy's basketball will begin in December. Veterans Day was observed at MHS with an assembly which included many veterans where Dr. Haworth was a speaker. WNDU School Rules visited and emphasized student government, key club, Genesis the school paper, Monolith the yearbook, military club as well as music and sports teams. A blood drive is planned for MHS which will include students and staff. Upcoming musical events are: Madrigal Dinner, December 6 and 7; and Happy Holidays concerts for band, orchestra and choir.

..... accepted with appreciation the donations made to Elkhart Community Schools (ECS): 23 EZ-4A Violin Shoulder Rests and 5 EZ-2A Violin Shoulder Rests valued at \$363.72 from Oliver Musica USA, Inc. to be used in the Pierre Moran Middle School Music Department; a check for \$200.00 from First Presbyterian Church to help the nurse provide health needs and promote wellness for the students that need assistance at Beardsley Elementary; a check for \$1,000.00 from WNDU and Martain's Super Markets "One School at a Time" program to be used to buy school supplies, winter gear, and other items for the Beardsley Store where students spend Beardsley Bucks they have earned for positive behavior; nine computers valued at \$450.00 from Patrick McCarthy, BayBridge manufacturing manager for the computer networking program at the Elkhart Area Career Center; and several diesel engines and equipment with an approximate value of \$50,000.00 from the University of Northwestern Ohio to be used in the Elkhart Area Career Center's new diesel service technology program beginning in the fall.

..... heard from Phyllis Tubbs, Assistant Athletic Director at Memorial acknowledged Brooke Moore for her outstanding Cross Country season placing 17th in the State and receiving many honors. The Memorial girls volleyball team was recognized for their winning season competing in the Final 4 at the State Tournament. Coaches were named, then each member of the team introduced themselves and Mrs. Tubbs shared their individual accomplishments. Sherwin Simon, Social Worker and Boys Soccer coach at Central recognized Alex Ramirez for his exceptional season. He finished the season being named Conference MVP. Alex led the team in goals as they ended the season 16-3.

..... heard from Richard Mendez, Junior ROTC Program Manager, his hopes of starting Jr. ROTC at CHS and MHS. He has visited others schools who have these classes established and are willing to act as sister schools. Curriculum, uniforms, and rewards of this program were discussed. In response to Board inquiry, Mr. Mendez responded after much research, the boots he recommended were the cheapest quality boots available.

- heard a report on the Elkhart Area Career Center from Dave Benak, Director of Career and Technical Education. He began by recognizing Mr. Gortney's efforts in getting the new diesel program up and running at EACC. Mr. Benak explained the many areas of the support helping students prepare for Career and College Readiness. Online lessons, curriculum integration, and co-teaching are a few examples. The 21st Century Skills Specialist/Business Liaison brought in 50 business partners who presented an Employability Skills Panel. The panel provided all juniors and seniors information about being a good employee. A mock interview day was scheduled, and a job fair was held. The Education/Careers Coordinator keeps in constant contact with Ivy Tech to make sure students are receiving credits, brings in military and college vendors and helps students plot their future. The guidance counselors make sure EACC has a safe physical and emotional atmosphere. The Skills USA coordinator helps students with their extra-curricular events which further develops leadership skills as they participate in competitions. He concluded by complementing Principal Matt Werbiansky who oversees the General Education Intervention team which keeps students on track and plans interventions when needed. EACC presently enrolls 881 students and hopes to increase that number to 1000.
- heard from Ted Foland, Energy Education Specialist, a report on the three buildings making up EACC. In 2014, cost avoidance is 34.7% which is 3.2% ahead of 2013. They are one of only 3 buildings who have increased their avoidance. They have avoided over \$62,267.00 in energy costs. From September 2009 our overall cost avoidance in ECS is 25.5% valued at over \$5,135,000.00.
- approved the purchase of T-shirts from the extracurricular account at EACC. The cost of the t-shirts is \$560.00 and they will be sold as a fundraiser.
- approved proposed school fundraisers in accordance with Board policy.
- adopted a resolution to transfer appropriations in 2014 tax reported funds.
- adopted a resolution to authorize participation in the SEC's Municipalities Continuing Disclosure Initiative.
- approved proposed revisions to Board Policy GCBA, Administrative Salary Schedule, as originally presented at the November 11th Board meeting. Doug Thorne, Executive Director of Personnel and Legal Services clarified this revision would not change present salaries, it places salaries into classifications based on 10 specific considerations.
- was presented proposed revisions to Board Policy GCBA, Professional Staff Merit System (Administrators), for initial consideration. Mr. Thorne explained these revisions would replace the merit system with a performance award model.
- was presented proposed revisions to Administrative Regulation GCBA, Administrator Qualification Guidelines for Performance Awards, for Board review. In response to Board inquiry, Mr. Thorne agreed the performance goals and awards would be presented to the Board prior to the beginning of the school year.
- was presented proposed revisions to Administrative Regulation GCBA, Performance Award Nomination Form, for Board review.

- approved proposed revisions to the following Board Policies, Board member Duncan abstained on GDBA-8 and Board member Weaver abstained on GDBA-6: Board Policy GDBA-1, Food Service Employees' Compensation Plan; Board Policy GDBA-2, Mechanics' Compensation Plan; Board Policy GDBA-3, Bus Drivers' Compensation Plan; Board Policy GDBA-3a, Bus Helpers' Compensation Plan; Board Policy GDBA-4, Support Staff Salary Schedule (Maintenance Personnel); Board Policy GDBA-5, Secretarial/Business Compensation Plan; Board Policy GDBA-5a, Executive Assistant Compensation Plan; Board Policy GDBA-6, Paraprofessional Compensation Plan; Board Policy GDBA-7, Technical Assistant's Compensation Plan; Board Policy GDBA-8, Registered Nurses' Compensation Plan; Board Policy GDBA-9, Social Workers' Compensation Plan; Board Policy GDBA-10, Miscellaneous Positions Compensation Plan; Board Policy GDBA-11, Therapists' Compensation Plan; and GDBA-12, Employees' in Technology Services Positions Compensation Plan.

- was presented the 2015-2016 School Calendar for initial consideration. John Hill, Assistant Superintendent for Instruction, pointed out the new schedule would have students starting school earlier in the year, having a full week off for fall break which balances the semesters, and explained built in snow days. In response to Board inquiry, Dr. Hill explained the benefits of aligning our schedules with other school corporations. Superintendent Haworth added starting school earlier allows more instruction days before testing, and the fall break helps staff with remediation.

- approved the amended 2014-2015 Board Meeting Schedule, as originally presented at the September 9th Board meeting. Superintendent Haworth amended the schedule by removing the December 5th meeting which was no longer needed.

- confirmed the submission of a grant for the Read Well Intervention through the Indiana Department of Education Early Learning Intervention Literacy Grant.

- approved the submission of a PACERS Foundation Grant-Bullying Prevention.

- approved the submission of a Sow It Forward Grant for Food Gardens from International Kitchen Gardeners.

- approved a revised consent agreement regarding retention compensation and two consent agreements regarding unpaid time.

- confirmed a maternity leave for Tara Pieters, industrial tech at West Side.

- confirmed a change to maternity leave for Malia Jaynes, speech pathologist at Beck.

- approved regular employment for the following twenty-two (22) classified employees who have successfully completed their probationary period: Samantha Avila, food service at Memorial; Dana Clark, paraprofessional at Eastwood; Dreama Coleman, paraprofessional at Roosevelt; Latoyna Coleman, food service at Hawthorne; Pamela Dennis, food service at North Side; Sherriann Gard, paraprofessional at Osolo; Jalisa Gates, bus helper at Transportation; Leah Gregory, paraprofessional at Riverview; Nekeyta Hardy, secretary at Riverview; Bethanie Hartman, paraprofessional at Roosevelt; Broc Hiatt, food service/supplies receiver driver at Memorial; Genney Jeffery, bus driver unassigned at Transportation; Jessica Leng, food service at North Side; Karen Mackowiak, paraprofessional at Osolo; David Peete, custodian at Memorial; Demetrius Pegues, paraprofessional Tipton; Sarah Sanders, food service at Riverview/Eastwood; Lucas Shirey, custodian at Hawthorne; Danielle Smith, bus helper at Transportation; Sheryl Tavernier, bus helper at Transportation; Sondia Tolbert, bus helper at Transportation; and Adrienne Williams, College and Career Readiness at EACC.

.....confirmed the resignation of the following eight (8) classified staff members: Judy Bass, food service at Central; Blanton Beathea, paraprofessional at North Side; Kyseidra Jackson, paraprofessional at Osolo; Carmen Macon, technical assistant at Central; Carla Moore, paraprofessional at Hawthorne; Dana Oberg, registered nurse at Monger; Amy Peterson, paraprofessional at Feeser; and Connie Sweirengin, bus driver at Transportation.

.....confirmed the voluntary leave of Nancy Rodman, paraprofessional at EACC.

.....heard a report from Board secretary Glenn Duncan about a trip to Charles L. Bowers School Farm in Detroit, Michigan when a group from ECS observed a year-round farm with various educational programs and community events. Mr. Duncan reported each student was required to perform community service before graduating. He recommended ECS implement this idea and added it would be good for the students and good for the community.