

-welcomed Superintendent's Student Advisory Council representatives from both high schools; Brayan Vargas from Memorial High School and Katie Buckley from Central High School. Katie reported upcoming events at Central include girls diving regional and wrestling semi state. She invited the Board to attend "Say What Karaoke". Brayan reported on upcoming events at Memorial: wrestling semi-state, girl's basketball sectionals and track season beginning. The Charger Booster club has their annual bash at the Matterhorn to raise funds to support students. Memorial's graduation rate is currently at 86.5%; students are taking the Accuplacer test and the school is working to improve the number of students to pass the end of course assessment test on their first attempt.
-accepted with appreciation the following donations made to Elkhart Community Schools (ECS): to the ECS music department; a cello from Rebecca Rice, valued at \$500.00, and a spinet piano from John Funk, valued at \$700.00; coats, hats, and gloves from MSC Industrial Supply Community Outreach Team to ECS students; \$500.00 from Hops Quality Detailing to the Memorial athletic department to support girls/boys track program needs; and \$200.00 from the Trinity United Methodist Women to Pinewood Elementary's nurse to use for student needs.
-recognized the Bristol Robotics Team. Principal Melissa Jennette introduced the team: Lilith Bennett, Allison Freeze, Haidyn Fritz, Alexander Germain, Carter Gull, Nick Romanetz, Katelyn Smith, Savannah Tully and Coaches Rita Walt and Mark Mow. The team received 1st place at the competition at Memorial High School and placed 20th at the state competition in Ft. Wayne. Mrs. Walt and Mrs. Jennette thanked the parents who supported their children by bringing them to over 200 hours of practices and assisting with the practices.
-heard a report on the Personnel department from Doug Thorne, executive director of personnel and legal services. Mr. Thorne stated the personnel department provides support to Elkhart's educators from cradle to grave; assists employees with maternity leave due to the birth of a child all the way to a death in the family. He introduced his staff: Cheryl Waggoner, director of talent recruitment and management; Loria Mayes, executive assistant; Marcia Hiatt, secretary; Traci Thomas, secretary; and Angela Neal, receptionist. Mr. Thorne listed some of the areas the personnel department handles: certified staff recruiting; issuing employee contracts; retirement; staff recognition; maternity leaves; employee evaluations; setting wage and salary rates; recruiting, training and assigning substitute teachers; state reporting; E-verify; record retention; and student teacher placement and observation. Mr. Thorne stated the personnel department's theme for the year is "save the drama for your llama".
-awarded the bid for the Mary Feeser Elementary School roof replacement project to Morris and Sons Roofing, Inc. of Bourbon, IN as the lowest and best, most responsive and most responsible bidder. This project will be paid out of referendum funding and includes the replacement of the entire roof.
-awarded the bid for the Cleveland Elementary School roof replacement project to Lawmasters, Inc. of Elkhart, IN as the lowest and best, most responsive and most responsible bidder. This project will be paid out of referendum funding and includes the replacement of the entire roof.

-approved a change order to the previously awarded bid for the Safety, Security, and Capital Improvements Project. Tony Gianesi, director of building services, reported this change will allow for updating fire alarms and installation of new storage casework and fixed walls. The project budget is sufficient to cover the costs since bids on other projects have been coming in at levels lower than anticipated.
-received an update on construction projects at Beardsley, Pinewood, Woodland and West Side. Mr. Gianesi indicated projects are on schedule. Chiller replacements at Riverview, Pierre Moran, and West Side are continuing with a target completion date of April 1, 2015. Roof replacement projects should begin during spring break, weather permitting.
-approved proposed school fundraisers in accordance with Board Policy. Doug Hasler, executive director of support services, asked to table the request from Mary Beck Elementary 3-6 grade until further information can be gathered. The funds raised through the listed activities are deposited into each school's extra-curricular fund.
-was presented with proposed revisions to Board Policy DJA, Purchasing Authority and Bidding Requirements, for initial consideration.
-was presented a draft of the 2015-2016 Board of School Trustees meeting schedule for initial consideration.
-approved acceptance of three (3) grants which were submitted without prior board approval: a grant from Central Band to Elkhart County Community Foundation Municipal Band Fund to purchase new music and equipment for winter percussion and marching band; a grant from Bristol Elementary to the Elkhart Education Foundation (EEF) for a MobyMax Initiative; and a grant from Riverview Elementary to EEF for a sixth grade energy unit.
-approved overnight trip requests for wrestlers from Central and Memorial to travel to Ft. Wayne, IN on February 13-14, 2015 to compete in the semi-state competition and one diver from Central to travel to Indianapolis on February 13-14, 2015 to compete in the State diving meet.
-confirmed the resignation of two (2) certified employees: Deanne Anadon, adult education at Career Center, and Lisa Dercach, intervention at Osolo.
- approved a maternity leave for the following two (2) certified employees: Allison DeShone, second grade at Daly; and Katherine Wilhelm, first grade at Hawthorne.
- confirmed a health leave for the following two (2) certified employees: Theresa Holmes, first grade at Beck; and Martin McCrindle, public safety at Career Center.
- approved regular employment for the following nine (9) classified employees who have successfully completed their probationary period: Kutrina Butler, paraprofessional at Tipton; Christina Cornell, secretary at Cleveland; Yvonne Curtis, food services at Pierre Moran; Corey Gregory, paraprofessional at Pierre Moran; Brandy Grenert, food services at Cleveland; Pamela Squibb, bus driver unassigned at Transportation; Jakia Tyson, food services at Beardsley; Roxanna Wade, paraprofessional at Career Center; and Deidre Wright, bus driver unassigned at Transportation.

- confirmed the resignation of the following five (5) classified employees: Norman Anderson, custodian at Bristol; Dorrene Johnson, parent support at Beck; Theodora Martin, paraprofessional at Monger; Elvira Oliver, bus driver unassigned at Transportation; and Emily Toledo, paraprofessional at Hawthorne.
- confirmed the retirement of classified employee, Robert Fink, bus driver at Transportation with 17 years of service.
- confirmed the termination of a classified employee in accordance with Board Policy GDPD.
- was reminded by Superintendent Haworth of the free regional showing of the documentary *Rise Above the Mark* on Thursday, February 19th at the Lerner Theater. The documentary is for parents, teachers, school administrators, and tax payers who care about providing a quality public education for all students.
- was introduced to a current student teacher by Board member Jeri Stahr who is completing her student teaching at Bristol Elementary School.