

.....met at Mary Beck Elementary School.

.....accepted with appreciation the following donations made to Elkhart Community Schools (ECS): \$375.00 from Trinity United Methodist Church to Mary Daly Elementary for the art and music programs; a Gemeinhardt flute valued at \$200.00 from Scott Filley to the ECS music department; \$1,203.80 from St. Mark Missionary Church in support of the Title I Meeting and Annual Back to School Picnic at Osolo Elementary; school supplies valued at \$75.00 from Advance America to Riverview Elementary for the third grade classroom of Katherine Bueter; a 'buddy bench' from Dale and Amy Kehoe for Mary Feeser Elementary students to have a place to sit with their buddy during recess; \$500.00 from Global Building Products to Bristol Elementary for instructional supplies for Amanda Carpenter's first grade classroom; a 2011 Chevrolet Malibu with an approximate value of \$5,582.50 from General Motors to the Elkhart Area Career Center (EACC) automotive technology services department; t-shirts, water bottles, bike lights, cow bells and socks valued at \$150.00 for Pierre Moran Middle School (PMMS) to be used as rewards for positive behaviors of bike riding students; and \$500.00 from Elkhart Area Marines to PMMS for the purchase of four bicycles as end of semester awards.

.....heard a Building Energy Report on Mary Beck Elementary from Ted Foland, energy education specialist. During the building audit conducted on Saturday, October 10, 2015, 32 out of 60 individual staff work stations received "Thanks for Saving Energy" for complete room shut down. The building is ranked 7th among all elementary buildings with a cost/floor area of 92 cents per square foot. Year to date cost avoidance for ECS is currently at 30.3%. Buildings are all being prepared for the Fall break.

.....was welcomed to Mary Beck by Principal JeNeve Adams. She highlighted some of the on-going programs: Cowboy ethics, Girls on the Run, Lifeline, and One Love Drumming; and is awaiting the results of the recently conducted Advanced Education Diagnostic Review. After introducing all of the staff present, she congratulated them on being supportive, dedicated and always giving 110%.

.....heard the following statement read by Alex Holtz, President of the Elkhart Teachers Association.

It is a rare occasion that motivates me to speak before you. Usually, I try to limit my requests to speak to situations where I have great concern for the vitality of Elkhart Community Schools. The ability to provide an excellent educational experience for students is of upmost importance to me and the Elkhart Teachers Association and that is what brings me here this evening. In the past, you may remember, I have spoken to you when it became obvious that data driven decision making would be demanded by those that fund our schools. I also came before you when the greatest concern for Elkhart Community Schools appeared to be the State's interference in our day to day operations. Because of the collaborative nature of your employees and a willingness to work harder and differently than ever before, both of these challenges are being met with great success. According to the most recent statistics available, our graduation rates and 3rd grade IREAD results are the best they have ever been. Additionally, Elkhart Community Schools now has more students earning a greater number of college credits than they ever have in the past. Advanced

Placement and Dual Credit courses are thriving and so are the students that opt to participate in these learning opportunities.

However, I come before you today because I believe there is a different threat to the success of our students and staff. To be clear, I believe this challenge will be vanquished less quickly than those previously mentioned. In fact, I believe it may impact our community for decades and we are just seeing the first waves of it roll onto shore. The threat now at the forefront of my mind is a teacher shortage. I believe it is upon us and will rise up to ferocious proportions very soon. Specifically, there will not be enough newly licensed teachers to replace retirees or to take the place of those who resign from the profession after a short stint realizing the work is hard, the hours are long, and the respect offered from the legislative body is less than ideal. This problem will be compounded if we neglect to adequately support those teachers already in the field. Please consider my record, and our collective record, on crucial questions related to Elkhart Community Schools and give careful attention to all matters that may relate to teacher satisfaction and retention.

- approved the purchase of 15 school buses for the 2015 Budget year. 13 will be 72-passenger buses and two will be 84-passenger buses. In response to Board inquiry, Doug Hasler, executive director of support services, replied ECS currently has 115 buses and a small number are being traded in to offset the purchase price. He explained the monies will come from the Bus Replacement Fund and Referendum Operating Fund.
- approved proposed school fundraisers in accordance with Board policy. The funds raised through the listed activities are deposited into each school's extra-curricular fund.
- approved a recommendation presented by Superintendent Haworth for the Elkhart Area Career Center to offer Indiana FFA programs for its students. The EACC currently offers education in Horticulture and Landscape Management as well as other courses that would be in line with the FFA program. This would be the initial step to a new chapter charter.
- approved a recommendation to support the continued collaboration with Beacon Health System and the Community Foundation of Elkhart County in the efforts to resolve the mutual school system and community need for an updated, upgraded, and more efficient indoor pool facility in the City of Elkhart.
- heard Shawn Hannon, assistant superintendent of communication and data, report on the recent 3-day convention with 120 teachers and the Indiana Department of Education (IDOE) in Indianapolis. The activities were focused on setting standards (cut scores) for the ISTEP to be sent to the State Board. In response to Board inquiry regarding a timeline, she responded it is unknown at this time.
- heard Tony England, assistant superintendent of student services, introduce Dr. Bonnie Raine, system care coordinator for Oaklawn, who reported on the progress of the Project AWARE Grant. Nationally 120 grants were given. Oaklawn and Elkhart Community Schools are the only recipients in the state of Indiana. The program provides Mental Health First Aid Training including the tools to recognize mental health disorders. Faculty and staff have so far been trained in 18 sessions for over 400 faculty and staff. She complimented ECS for its participation in the program. In response to Board inquiry, she responded the program will be presented at the middle and high schools as the curriculum is directed for 12 – 25 year olds.

..... heard Dr. Dawn McGrath, deputy superintendent, report ECS has received a \$30,000 Innovation Teaching Grant from the IDOE. The grant has three significant features: it represents collaboration between the curriculum department and the technology department; allows the district to bring in a consultant to review our technology practices, and provides training for teachers. An outside consulting agency will visit our schools and make recommendations of strategic action steps.

..... approved the submission of the following grants to:

Elkhart Education Foundation for an Innovation Grant from West Side Middle School.

Elkhart Education Foundation for an Innovative Teaching Grant from Beardsley Elementary School.

Elkhart Education Foundation for Small Group Lesson Instruction from Central High School.

Safe Fleet United Against Bullying for Bus Driver Bullying Prevention Training from Student Services.

Indiana Department of Education for Title II: Improving Teacher Quality from ECS.

..... confirmed the submission of a grants to

Target for Purdue Partnership Field Trip Lunch from Elkhart Central orchestras.

Elkhart Municipal Band Foundation Fund from Elkhart Central Music Department.

Elkhart County Community Foundation (Municipal Band) from Elkhart Memorial band.

..... approved continued alternative non-residential services agreement for an ECS special education student.

..... approved regular employment for the certified staff member Cynthia Smith, ENL at North Side.

..... approved maternity leave for certified staff member Ashley Carlson, intervention at Hawthorne.

..... approved change to maternity leave for certified staff member Melissa Morey, grade 5 at Roosevelt.

..... confirmed the resignation of certified staff member Kaci Wilkinson, special education at Pinewood.

.....approved regular employment for the following forty-one (41) classified employees who have successfully completed their probationary period: Charity Burke, unassigned bus driver at Transportation; Anita Byrd, food service at Beardsley; Rachel Campagnoli, paraprofessional at Feeser; Robin Creer, unassigned bus driver at Transportation; Bobbie Denney, food service at Monger; Vicki Ellis, lunch paraprofessional at Eastwood; Chere Engstrom, food service at West Side; Amber Fredrychowski, paraprofessional at Beardsley; Wendy Freeland, nurse at Central; Tracy Freeman, paraprofessional at Tipton; Karen Gadson, paraprofessional at Tipton; Whitney Grandison, paraprofessional at Tipton; William Greene, paraprofessional at Central; Rick Hayford, unassigned bus driver at Transportation; Arlin House, unassigned bus driver at Transportation; Cynthia Johansen, lunch paraprofessional at Feeser; Scott Killelea, unassigned bus driver at Transportation; Stephanie Kline, paraprofessional at Beardsley; Amelia Larsen, food service at North Side; Molly Loeffelholz, speech therapist at Beardsley; Donald Lowe, unassigned bus driver at Transportation; Jeff Martin, mechanic at Transportation; Joel Mbugua, unassigned bus driver at Transportation; Judith McCarthy, lunch paraprofessional at Monger; Donna Miller, unassigned bus driver at Transportation; Denny Nisley, unassigned bus driver at Transportation; Jacqueline Robinson, unassigned bus driver at Transportation; Brittney Saint-Louis, paraprofessional Beardsley; Theresa Serafino, paraprofessional at Feeser; Toya Sheppard, bus helper at Transportation; Thomas Sibal, misc. membership manager at EACC; Kirsten Smith, music (TA) at Memorial; Kayla Stafford, secretary at Riverview; Bryan Taylor, unassigned bus driver at Transportation; Brea Tolbert, food service at Pierre Moran; Emily Toledo, paraprofessional at Hawthorne; Carmela Tomsits, food service at Memorial; Wesley Turner, unassigned bus driver at Transportation; Barbara White, food service at Memorial; Sandra White, unassigned bus driver at Transportation; and Zachary Wilfert, technical support team at Building Services.

..... confirmed the resignation of the following ten (10) classified employees: Francesca Anderson, paraprofessional at Tipton; Heather Erlacher, secretary at Adult Education; Marcia Hiatt, secretary at ECS; Tracy Mast, bus driver at Transportation; Karen Russell, lunch paraprofessional Cleveland; Molly Shields, paraprofessional at EACC; Lorrie Stork, bus helper at Transportation; Nicole Thompson, food service at Cleveland; Joann Williams, secretary at Bristol; and Kristina Wiskotoni, food service at Memorial.

..... approved a medical leave for classified employee, Fred Dils, custodian at Memorial.

..... confirmed the change to retirement of classified employee Harriett Lewis, paraprofessional at West Side, with 15 years of service.

..... confirmed the retirement of classified employee, Diane Lucchese, paraprofessional at Central, with 15 years of service.

..... thanked those in attendance for coming to the meeting.