

met at Mary Feeser Elementary School

- .....welcomed Superintendent's Student Advisory Council (SSAC) representatives from both high schools: Emma Romero, a junior from Central High School (CHS) and Mitchell Crothers, a senior from Memorial High School (MHS). Emma Romero highlighted the following events: over \$600.00 was raised for the family being sponsored for Christmas; auditions for Hairspray are currently taking place; winter sports and students signing for college sports teams. In addition to SSAC, Mitchell Crothers is involved with the National Honor Society and varsity baseball. He reported on winter sports and the improvement of the swim team with the new coach; and Memorial's athletic club beginning a new leadership series with 29 athletes who have gone through training for the outreach program at West Side concentrating on preparing athletes for high school sports.
- .....heard Jeff Komins, energy education specialist/elementary activities, report on the Mary Feeser building audit performed December 13<sup>th</sup> at 4:50 a.m. 77% of all work stations were found to be in complete compliance of energy shut down policies including electronics and room lights off, windows, blinds and doors closed. Feeser is ranked 4<sup>th</sup> overall among classroom buildings. District-wide cost avoidance for 2016 is valued at \$1,052,496. Mr. Komins thanked Principal Kevin Dean and his staff for all of their efforts towards the energy savings policies.
- .....heard Mr. Dean, welcome the Board to Mary Feeser, he introduced assistant principal Micah Lambert who recognized and thanked the staff for their professionalism and for making learning fun. Music teacher, Kim Garner, led 3rd grade students accompanied by eight 6th grade students playing recorders, through a variety of Christmas songs.
- .....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. It was noted how many fundraisers are for other good causes in our community.
- .....authorized Tony Gianesi, director of building services, to advertise a timber harvest at 51242 Ash Road, known as the 'farm' and at 2608 California Road, in Cooper's Lab. Mr. Gianesi discussed the steps taken to assure minimum disruption of the properties during the harvest. Approximately 200 trees from the farm and 80 from Cooper's Lab of various species have been clearly identified for the harvest. Bidders will be required to make a deposit and pay the balance when the trees are harvested within the next 15 months. Cynthia Keeling, agriculture coordinator, was credited with the concept of the harvest.
- .....was presented the 2017-2018 School Calendar for initial consideration. The Calendar will be presented for approval at the December 20<sup>th</sup> business meeting.
- .....heard Superintendent Haworth request the Board provide a recommendation for an appointment to the City of Elkhart's Redevelopment Commission as requested by Mayor Tim Neese. The appointment is a non-voting position to the Commission which meets monthly.

- ..... approved the organizational chart as presented by the administration with noted format changes.
- ..... approved proposed revisions and waived second reading of the following Board policies regarding compensation:
  - 3422.01S - Food Service Employees' Compensation Plan
  - 3422.02S - Mechanics' Compensation Plan
  - 3422.03S - Bus Drivers' Compensation Plan
  - 3422.04S - Bus Helpers' Compensation Plan
  - 3422.05S - Support Staff Salary Schedule
  - 3422.06S - Secretarial/Business Compensation Plan
  - 3422.09S - Technical Assistants' Compensation Plan
  - 3422.11S - Social Workers' Compensation Plan
  - 3422.12S - Employees in Miscellaneous Positions Compensation Plan
  - 3422.13S - Therapists' Compensation Plan
  - 3422.14S - Employees in Technology Services Positions Compensation Plan
- ..... approved proposed revisions and waived second reading of Board Policy 3422.08S - Paraprofessionals' Compensation Plan.
- ..... approved proposed revisions and waived second reading of Board Policy 3422.10S - Registered Nurses' Compensation Plan.
- ..... approved revisions to the agreement with the American Federation of State, County, and Municipal Employees (Local #2925) related to compensation.
- ..... was presented Administrative Regulation DLC - Expenditure Reimbursements, for initial consideration. The noted change is in regards to paragraph G - submission of reimbursements to the first of each month.
- ..... heard Gary Sawtelle, director of technology, recommend changing to Google Drive for Board packet electronic distribution. A presentation of Google Drive will be given at an upcoming work session.
- ..... approved the submission of grants to the Community Foundation of Elkhart County for a Good Neighbor Grant; and to the Lily Endowment for a Comprehensive Counseling Initiative Grant as recommended by the administration. Dawn McGrath, deputy superintendent, announced the award of the 21<sup>st</sup> Century grants and a Work Ethic Certification Grant from the State Workforce Innovative Council and Workforce Development.
- ..... approved an alternative residential services agreement for an Elkhart Community Schools' student.
- ..... heard of the passing on December 6, 2016 of certified staff member Marie Roose, grade 1 at Osolo.
- ..... approved regular employment for the following two (2) certified staff members for the 2016-2017 school year: Anthony DeFelice, math at Elkhart Academy; and Natalie Murphey, behavior support at Cleveland/Feeser.

- ..... approved maternity leaves for the following three (3) certified staff members: Adrienne Bashore, counselor at Memorial; Nicole Gray, grade 2 at Daly; and Tara Schuster, grade 4 at Osolo.
- ..... confirmed the resignation of certified staff member, Matthew Miles, special education at Central.
- ..... approved a change to personal leave for certified staff member Nicole Vesta Wade, special education at Memorial.
- ..... confirmed the retirement of the following two (2) classified employees, Tamara Ashley, business account manager at EACC, with 19 years of service; and Debora Hagans, bus driver at Transportation, with 28 years of service.
- ..... confirmed the resignation of the following four (4) classified employees: Terry Cochran, misc. trainer-dispatch at Transportation; Demetrius Pegues, academic trainer at Beck; Kristin Speed, food service at Cleveland; and Diana Weber, food service at Commissary.
- ..... approved regular employment for the following thirteen (13) classified employees who have successfully completed their probationary periods: Chatuan Bailey, paraprofessional at Hawthorne; Madison Bartley, paraprofessional at Cleveland; Martha Brown, food service at Beck/North Side; Sylvester Brown, food service at Commissary; Joan Brzozowski, secretary at ESC; Jessica Chupp, food service at Woodland; Jennifer Glover, paraprofessional at Monger; Dewayne House, food service at Hawthorne; Brenda King, paraprofessional at EACC; Joseph Rodriguez, bus driver unassigned at Transportation; Linda Sedlock, food service at Feeser; Alexia Smith, paraprofessional at Bristol; and William Stebbins, custodian at Osolo/Feeser.
- ..... heard an audience member comment on the need to be sure no kids are left behind in the plan for the school merger. He requested more career/community options be available to students and cited an example of an urban farm. He thanked the Board for their time and wished them well in moving the strategic plan forward.
- ..... heard an audience member compliment the outstanding staff at Feeser. She suggested improvements in the following areas in regarding to Feeser: technology, dry erase boards, grants, improved communication especially regarding testing periods and bus schedule changes.
- ..... received the school's A-F accountability grades from Superintendent Haworth.
- ..... heard Superintendent Haworth present Board member Dorisanne Nielsen with a gift in recognition of her 24 years as a Board member. He gave a brief background on Mrs. Nielsen and read Helen Marshall's poem 'Aim for a Star' in her honor.