

- heard Board President, Karen Carter, recite the Elkhart Promise.
-welcomed Superintendent's Student Advisory Council (SSAC) representative Olivia Bliler, a junior from Central High School (CHS) and Kaitlin Presswood, a junior from Memorial High School (MHS). In addition to SSAC, Ms. Bliler participates in drama activities and Shades of Blue. Ms. Bliler reported on the orchestra concert this evening, the holiday band concert on December 18th, Shades of Blue caroling at various locations in the coming weeks, girls basketball and wrestling are both hosted at Memorial tonight, boys and girls swimming have meets against Marian at the Central pool on Wednesday, and final exams begin next week. Board member, Susan Daiber, commented on Central's pep band performing at two Notre Dame women's basketball games, December 16th and January 3rd. Mrs. Daiber also congratulated Ms. Bliler on her performance in 'Speak' and any future opportunity for another presentation. Kaitlin Presswood reported donations of non-perishable food items are being collected for the Stuff-A-Bus drive at tonight's Memorial vs. Central girls basketball game, and will continue thru Saturday. Ms. Presswood also reported the Madrigals had their 42nd annual performance last weekend; the wrestling team is having a successful season; and the music department's Happy Holidays concert for 4th and 5th grade students is December 14th followed by a free public concert on December 16th, again with a request for non-perishable food items.
- accepted with appreciation a donation made to Elkhart Community Schools (ECS) from Dana Homo for Memorial's girls/boys track team in the amount of \$3,000.00 to purchase team sweats, team shirts, shoes, equipment, and other miscellaneous costs associated with this program.
- heard Kevin Scott, chief financial officer, report the results of the bond sales for the One High School project (Series 2018A) and the EACC Annex (Series 2018B) held on Monday, December 3rd. Five bids were received on the \$10,000,000 Series A bonds with Robert W. Baird & Co., Inc. being the low bid in terms of interest rate cost. Of four bids received on the \$5,000,000 Series B bonds, Baird & Co. was also the low bid. The true interest rate for both is 3.53%. The interest rate assumed for the Board approval process to issue bonds was 4.4%, with the approximate interest savings over the life of the bonds compared to the estimate is \$2,000,000. This favorable result is driven by our successful work to maintain the positive bond rating from Standard & Poor's.
- 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.
-awarded the bids for the purchase of gasoline and diesel fuel for calendar year 2019 to Ceres Solutions/North Central Co-op at a fixed cost of \$1.718 for unleaded and \$2.044 for diesel.
-approved the Superintendent's Contract for Employment for Dr. Steven Thalheimer. The contract begins January 1, 2019 and concludes June 30, 2021. Mark Mow, interim superintendent introduced Dr. Thalheimer. Dr. Thalheimer introduced his family and thanked the Board for the opportunity to continue to fulfill the Elkhart Promise.

-approved proposed revisions and waived second reading of Board Policy 3422.06S – Secretarial/Business Compensation Plan. In response to Board inquiry, Doug Thorne, district counsel/chief of staff, stated the effective date is January 1, 2019.
-approved proposed revisions and waived second reading of Board Policy 3422.12S – Employees in Miscellaneous Positions Compensation Plan.
- was presented proposed revisions to Board Policy 75100 – Use of School Facilities and Property, for initial consideration.
- was presented proposed revisions to Board Policy 8452.01 – Administration of Stock Emergency Medicines, for initial consideration. Mr. Thorne explained the revisions are to expand the available medications.
- approved stipends for support staff including: custodians, food services, mechanics, bus drivers, bus helpers, maintenance, secretarial/business, paraprofessionals, technical assistants, executive assistants, registered nurses, social workers, therapists, technology services, miscellaneous and permanent substitutes. Stipend payments will be on December 21, 2018 and March 29, 2019. The administration proposes the following stipends to be paid on the above referenced dates as follows: \$500 - employees scheduled to work for 30.0 to 40.0 hours per week; \$375 - employees scheduled to work for 20.1 to 29.99 hours per week; \$250 - employees scheduled to work for 10.1 to 20.0 hours per week; and \$125 - employees schedule to work for 10 hours or less per week. Employees must have completed probation prior to the scheduled payment date to be eligible to receive a stipend payment.
- approved the Elkhart Area Career Center (EACC) agreements with its feeder schools – Baugo Community Schools, Bremen Public Schools, Concord Community Schools, Edwardsburg Public Schools, Goshen Community Schools, Middlebury Community Schools, Penn-Harris-Madison, School City of Mishawaka, and Wa-Nee Community Schools.
- approved an overnight trip request for Central’s softball team to travel to Seymour, IN on April 19-20, 2019 for a double header.
- approved the recommendations for the 2019 budget reductions as presented by Mr. Mow, and a 10% reduction in Board members’ annual compensation as requested by the Board. Mr. Mow presented budget reductions in the total amount of \$2,500,000 for 2019. The reduction breakdown is as follows: \$1,100,000 in administration costs by reducing the number of administrators from 85 at the end of 2016-17 to 74 at the end of the 2018-19 school year; \$250,000 in alternative programs by restructuring both elementary and middle school, but programming for students will continue to be maintained; \$450,000 by identifying preparation periods for elimination, affecting less than 50 teaching positions; \$500,000 by reducing a variety of positions through attrition with reductions realized through resignations and retirements, and in some cases, jobs can be combined; \$200,000 other miscellaneous reductions.
- approved agreements regarding unpaid time for two certified staff members.

- confirmed employment of the following three (3) certified staff members for the 2018-2019 school year: Scott Allen, special education at Pinewood; Addison Gring, grade 3 at Roosevelt; and Kathryn Roberts, grade 3 at Feeser.
- confirmed the retirement of certified employee, Vicki Rogers, math at North Side, with 43 years of service.
- approved leave for certified employee, Rhiannon Harrison, assistant principal at Central.
- confirmed employment of the following twelve (12) classified employees who have completed probation: Roger Alwine, misc. food service truck driver at Commissary; Marilyn Bender, paraprofessional at EACC; Saul Chorro Romero, custodian at Bristol; Jessica Dubose, food service at Beardsley; Karen Fraire-Vargas, food service at West Side; Bethanie Hartman, paraprofessional at Beck; Tina Helbling, bus driver at Transportation; Starr Laughman, food service at Memorial; Samantha McGinnis, food service at Commissary; Colette Morris, food service at Central; Brandon Shaw, bus helper at Transportation; and Hailey Vinsant, food service at Bristol.
- confirmed the resignation of the following three (3) classified employees: Jill Barfell, executive assistant at ESC; Sharon Kirkpatrick, food service at Pierre Moran; and Cindy Westfall, registered nurse at Woodland.
- confirmed the retirement of classified employee, Pamela Murphy, occupational therapist at Cleveland, with 14 years of service.
- approved leave for classified employee Clara Hendrix, bus helper at Transportation.
- approved the termination of a classified employee in accordance with Board Policy 3931.01s.
- heard five students from the Genesis staff speak regarding the loss of teachers and encouraged the Board to create better opportunities. President Carter responded retention and hiring are priorities of the Board and the potential referendum in the Spring is for that purpose. Mrs. Carter also encouraged the students to attend Third House meetings and write their state representatives.
- heard Kelly Mullet, on behalf of the Elkhart Teachers' Association, thank the out-going Board members for their dedication to Elkhart Community Schools. Mrs. Mullet also thanked Mr. Mow for returning to fill the interim superintendent position.
- heard a parent speak regarding disciplinary situations at Pierre Moran and what can be done to improve behavior in the classroom. The parent intends to contact the principal to continue the conversation.
- heard Mr. Mow note there is a Board business meeting on Tuesday, December 18th at 8:00 a.m.

..... heard Mr. Mow recognize the 80 combined years of service from Board members Karen Carter, Glenn Duncan and Jeri Stahr. Mr. Mow presented each of the members with a plaque and thanked them for the wisdom and dedication. Mr. Mow stated "On behalf of Elkhart Community Schools you have fought the good fight, run the good race, and above all kept your faith in public education. Elkhart kids, staff and the community are all better because of you."

..... heard Mr. Mow invite all present to a reception in the lobby.